

# BuildingSupply

N E W S



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**HR Insights:  
Mental Health  
in the Workplace**

ATTRACT

**2nd Annual  
Human  
Resources  
Conference  
November 16  
Halifax, NS**

RETAIN

**HR**

**CONFERENCE  
2023**

ENGAGE

TOP TALENT



# BuildingSupply

N E W S


The ABSDA Building Supply News is the official magazine of the Atlantic Building Supply Dealers Association and is published in February, May, July, September and December. The Atlantic Building Supply News is distributed to all ABSDA Dealer and Associate Members.


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—Albert Pike, Pike's Building Centre



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ABSDA is the collective voice and liaison for the independent Building Supply and Home Improvement Industry.

Since 1955 this Association has focused on industry specific needs to our Members.

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**So you can focus on what matters most — your business.**



# "Jump on the HR Train"



Peter Merrill  
Chair of the Board

As the old saying goes, there is a light at the end of the tunnel". Unfortunately that light is the Human Resources train, barreling towards us, faster than we would like. As an industry, I believe we need to do our best to board this train as soon as possible, and preferably before it runs us over.

Human Resources and increasing member engagement were identified as two key focus areas of ABSDA's five year strategic plan. As you would have read in the July Building Supply News, Patrick Goguen has been hired as our Director of Training and Workforce Development. Patrick produced the inaugural edition of HR Insights for our July Magazine. If you have not read this, I strongly encourage you to do so, as there are a lot of salient points to help all of us, whether you are a dealer/owner, vendor or an employee of one of our members. If nothing else, this article will get you thinking about how to be a better employer, and how to create loyal employees.

*Why is HR so important.....  
Ask yourself how many times you have heard the phrase "where have all the people gone", in the past 4 years. If you are like me, it is far more times than my first 25 years in this industry.*

While I don't have the answer to this question, I do remember that our first ABSDA HR Conference made me aware that Atlantic Canada has a very

mature workforce. According to 2022 StatsCan information, 30% of the Atlantic Canadian workforce, is between the ages 50 and 69. I spoke to a dealer recently who has 5 staff on his customer service desk, and their average age is 68. Clearly, we will lose a number of employees to retirement, over the next 10 years, so we need to start attracting young people to our industry.

Further proof of changes to the Canadian small business landscape were included in a study released by the Canadian Federation of Independent Business (CFIB) earlier in 2023. This study highlighted the fact that 76% of Canadian small business owners, will leave their business in the next 10 years. Three quarters of these will simply retire. That means that approximately 57% of Canadian Small business owners will retire in the next 10 years. The other point that stood out to me while reading this report is that less than 10% of these small business owners have a formal succession plan. Sadly, I have to count myself as part of this group. I also know many members of our industry are part of this group.

For the reasons stated above, and for countless other reasons, I strongly encourage you to consider attending our second annual HR Conference in Halifax on November 16. Last years inaugural event was a tremendous success, with lots of great insights into the HR space. With the additional personnel we have in place at ABSDA, I am very confident that this years conference will be even bigger and better.

**Time to get on the HR Express.  
See you in Halifax on November 16.**

Peter Merrill  
Chair



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# Yes we're a pretty big deal!



The building supply sector across Atlantic Canada is a strategically important retail sector with more than 730 stores employing 13,400 staff and generating \$4.1 billion in sales in 2021. The sector provided a significant boost to regional gross domestic product (GDP) through its operations in 2021.

Its impact goes well beyond what happens in the stores. More than most other retail trade sectors, the building supply sector sources a considerable number of Canadian-made products supporting tens of thousands of jobs in provinces and local economies across the country. The economic impact model developed for this report includes estimates of the direct, indirect (supply chain) and induced spending associated with the sector's operations in Atlantic Canada in 2021.

hard to see that the building supply industry is a sector that contributes tremendously to the economy. However, there are some lingering statistics that are quite concerning. 30% of our workforce was over the age of 55 during the 2016 Census data, which now means 30% of our workforce is over the age of 63! Our job vacancy rate is up sharply in the past few years. Our industry is still heavily reliant on part-time workers. With the exception of PEI, women make up a much smaller share of the workforce.

On the bright side, data also shows that our industry wage rates are above average compared to most other retail sectors.

So where are the opportunities for industry moving forward? It's quite simple and can be summarised in two words "inclusion & diversity".

We need to improve our HR skills in order to embrace workforce diversity and inclusion. The 'online' definition of workforce diversity and inclusion is a workforce that includes different backgrounds, races, cultures, genders, ages, and religions in the workplace.

This shift won't happen overnight and will require some effort, training, and knowledge.

What better place to start than at our HR Conference on November 16th in Halifax? The time is NOW, let's work together to keep our industry strong and continue to be a strong contributor to our economy and respective communities across Atlantic Canada.

Denis Melanson  
President

Table 1: Summary economic impact, building supplies dealers sector, Atlantic Canada (2021)  
All dollar values in \$Million







	NL	PE	NS	NB	ATL CAN
 <b>Total number of retail stores</b>	185	56	251	240	732
 <b>Retail sales (2021)</b>	\$887.8	\$394.3	\$1,651.2	\$1,150.6	\$4,084.0
 <b>Provincial GDP</b>	\$325.5	\$109.2	\$558.9	\$433.8	\$1,427.4
 <b>Employment and income</b>					
Employment supported	3,064	1,284	6,575	6,342	17,265
Total employment income	\$207.6	\$60.9	\$372.5	\$353.1	\$994.1
 <b>Taxes generated from operations<sup>1</sup></b>					
Provincial and local government	\$46.4	\$14.3	\$78.6	\$64.6	\$203.8
All levels of government	\$75.9	\$22.7	\$123.1	\$100.6	\$322.3
 <b>Household spending (generated by employment income)</b>	\$152.8	\$45.2	\$269.1	\$264.3	\$731.4

Table 1 provides a summary of the sector's impact on the provincial economies across Atlantic Canada. The operational expenditures of the sector boosted provincial gross domestic product (GDP) by \$4.1 billion, labour income by more than \$1.4 billion and tax revenue to governments of an estimated \$322 million just from operations. Through direct, indirect and induced effects, over 17,200 jobs were supported across the four provinces. Further, the labour income generated by the building supplies dealers sector boosted household spending by an estimated \$731 million, supporting businesses large and small in a broad range of industry sectors. With these statistics it's not



Dominic Rosa  
Home Store Owner  
Beauceville, QC

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# Meet your Director – Andrew Jessome



**Andrew Jessome**  
Regional Director,  
Metrie Atlantic Canada

I began working in retail with a large national company while attending university. This led to a 12-year career that included roles in category management, operations, management, human resources, and store management.

I loved my time in retail. Unfortunately, the company I was employed with went out of business. I had friends and former colleagues that worked in the building material industry. I am forever grateful that they helped guide me into this great Industry.

I am proud to have served 23 years so far for a great company.

I began my career in January of 2000 as a Sales Trainee. Shortly there after, I was promoted to be the Outside Sales Representative for Southern New Brunswick & PEI. In 2002, I moved with to Rochester NY to support the opening of a new facility in a new market. From there, I had various sales and operational

leadership roles in the southern United States. In 2011, I returned to Canada with Metrie in the role of Sales Manager for the Ontario market. In 2016, I was blessed to be able to move HOME taking on the role of Regional Director of Sales and Operations of our Atlantic Canada division.

I am passionate to work for a world class organization that is focused on people, learning and customer experience. I will be forever proud of the people and careers I have helped guide and mentor. I am equally as passionate about growing the business of Metrie and our valued channel partners.

This industry has provided a great life for myself and my family. I'm excited to give back and to learn more about the industry.

Away from work, my time is spent enjoying my family. I also enjoy trying to improve my fitness and golfing. I am an avid sports fan #GOLEAFSGO and any team or sport my stepson participates in.

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# Meet your Director – Stephen Rector



**Stephen Rector**  
Director,  
Island Home Hardware

After graduating from high school, I was accepted into a Cabinetry program. As summer approached my brother-in-law asked if I wanted a summer job tidying the lumber yard at Daigle Lumber in Moncton which I accepted. After a week, I was asked to pick orders and became one of the main guys in the yard. When September crept up, the manager asked if I would stay on full-time instead of going back to school. I loved my job every day and felt this was a good fit. I remained there for seven years working sixty hours weekly.

After 7 years, I was presented with an opportunity to be Warehouse Manager for Amherst Doors & Moulding. Three years later after being promoted to Branch Manager the company was purchased by Jeld-Wen where I became the youngest Branch Manager for the company. The next 20 years afforded me the advantage of working with a great team and building a very successful branch.

I was very passionate and intrigued by the Building Supply Industry and when an

opportunity presented itself to become a store owner, I took it and jumped headfirst into the purchase of Island Home Hardware in Grand Manan, NB. Customer satisfaction is my passion and what I continue to strive to perfect.

During my lifetime of working in the Building Supply Industry, one of my many highlights was being a member on the ABSDA Show Committee. Those four years provided the opportunity to work closely with mentors that helped shape who I am today.

A few months ago, I was asked to be part of the Board of Directors. This position is such an honor for me since those who held this title in the past were highly respected in our industry. To be thought of as a person who can help continue to shape our ever-changing industry is a privilege. I hope my knowledge as a vendor and now as a dealer will assist the ABSDA and I look forward to learning more from my peers as well.

When I am not dressed in red, you may find me spending time with my family, friends, fishing, hunting and ATVing.

# The Power of Regular One to One Check-ins

It's commonplace for employees to be disengaged and unproductive. One quick, easy (and inexpensive) practice that any manager, supervisor, or team leader is able to learn and master, can make all the difference.

**One to one check-ins (1:1)** have been shown to make day to day activities more efficient, reduce miscommunication and improve the employee's experience, motivation and engagement which leads to better morale and reduced turnover.

They provide an opportunity to listen, adjust expectations, train, coach, correct and recognize. One to ones, in the view of noted experts, are the single most powerful habit of the world's best leaders.

## Quantity Beats Quality

The most important consideration in getting great results from 1:1's is frequency. Sure, paying attention to what happens during your check-ins matters, but not as much as you sticking with them on a regular basis.

Some workplaces have daily checkins, others weekly and some go every two weeks or monthly. They vary from a few minutes at the beginning of a shift to 20-30-45 minutes done weekly or bi-weekly. The most common is weekly by far.

## The Anatomy of an Effective 1:1

- A brief update from the manager, supervisor, or team leader on what's going on.
- Revisiting the priorities of the day/ week.
- Celebrating wins.
- Providing positive and/or constructive feedback.
- Asking about any obstacles the employee believe are getting in the way of them doing their job.
- Asking how the manager can help the employee deliver on their expectations.
- Checking in on the employee's well-being. (Remember, your job is not to solve their problems but to listen empathetically and direct them to company or community resources that can help).

Not every check-in needs to cover all this ground. Author Marcus Buckingham reminds us in his book *Nine Lies about Work* that the two most important questions and essentially the only two questions that need to be asked in a check-in are "what are your priorities?" and "how can I help?"



**Pierre Battah**  
Speaker & Author

## Do Daily Team Standups Count?

Yes and no. I know lots of managers, supervisors and team leaders who have a daily (or 2-3 times a week) standup with their team often at the beginning of the day or shift. This is an excellent team practice. But it does not lessen the need for 1:1's where the emphasis is a 2-way conversation where the employee is the sole focus. (Effective 1:1's are never 1-way monologues). If regular standups are present, it can lessen the frequency of 1:1's.

The way to ease into a check-in practice may be to tell your staff you're going to try it for a month or two and then evaluate to see if everyone finds them beneficial and helpful. I'm guessing you and your team will want to make them a foundational part of how you work.

*I'll be sharing more helpful people leadership tips, tricks, and advice at the upcoming HR Conference November 16, 2023, in Halifax. I hope to see you there.*

by Pierre Battah

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# HR Insights – Mental health

## Navigating Mental Health in the Workplace: Supporting Employee Well-Being



Patrick Goguen  
Director, Training and  
Workforce Development

In the intricate landscape of the modern workplace, an essential element permeates through every corner – mental health. As organizations increasingly recognize the impact of mental well-being on employee performance, productivity, and overall satisfaction, the spotlight on addressing mental health in the workplace has never been brighter.

The workplace environment is no longer solely focused on tasks and deadlines. It's a space where individuals spend a significant portion of their lives, interacting with colleagues, dealing with challenges, and striving for success. This environment can either be nurturing or detrimental to mental health, making it imperative for organizations to actively foster a supportive atmosphere.

Supporting employee well-being starts with awareness and open conversations. Employees should feel comfortable discussing mental health concerns without fear of stigma or repercussions. This cultural shift begins with leadership setting the tone by openly acknowledging mental health challenges and the importance of seeking help when needed.

Incorporating mental health into wellness programs is another critical step. Just as

organizations invest in physical health initiatives, they must prioritize mental health resources. This includes access to professional counseling services, stress management workshops, and resources that educate employees on recognizing signs of mental

feel genuinely cared for, they are more likely to proactively manage their mental health.

Additionally, organizations must empower employees to disconnect from work when needed. The “always-on” culture can contribute to burnout and heightened stress levels. Encouraging breaks, vacation time, and setting clear boundaries between work and personal life fosters a healthier relationship with work-related stressors.

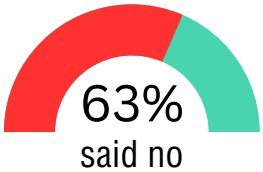
Beyond the individual, mental health support extends to creating a supportive and empathetic community within the workplace. Peer support groups, mentorship programs, Employee Assistance Programs and team-building activities that focus on well-being can contribute to a culture where employees look out for each other.

**Supporting employee well-being is no longer an optional endeavor; it's a strategic imperative for organizations that wish to thrive in today's competitive landscape.** By creating an environment that prioritizes mental health, organizations not only enhance employee morale and loyalty but also pave the way for improved productivity and long-term success. Remember, a workplace that values mental health isn't just a reflection of empathy; it's a blueprint for a brighter, healthier future.

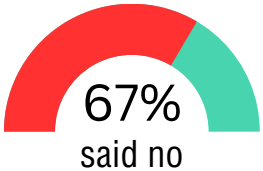
Find National and Regional Resources through:  
**Canadian Mental Health Association**  
[www.cmha.ca](http://www.cmha.ca)

### ABSDA HR Survey Results

Do you have an **Employee Assistance Program**



Do you have an **Employee Health & Wellness Program**



distress in themselves and their colleagues.

Flexible work arrangements also play a significant role in supporting mental well-being. The demands of modern life often extend beyond the traditional 9-to-5 schedule. Offering flexible hours, compressed work weeks, remote work options (where possible) and the possibility of a better work-life balance can alleviate stress and help employees manage their mental health effectively.

However, it's not just about reacting to mental health challenges; it's about prevention too. Regular check-ins, where managers and employees discuss workloads, challenges, and overall well-being, provide a platform for addressing concerns before they escalate. When employees

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- ✓ **Improve your Workplace Culture**
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Success stories and real-world examples from HR Professionals
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Gain a deeper understanding of current and emerging HR challenges

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HALIFAX, NS  
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# HR Conference 2023

## The HR Sessions Include

Our award-winning HR specialists will engage and walk you through a strategic HR day and share valuable insights and strategies on how to Attract, Retain and Engage your most valuable asset, your people.

### Employee Engagement & the Employee Experience

**Presenter – Pierre Battah**



We've heard you loud and clear, the growing labour shortage is having a huge impact on your organizations. Well, it turns out that one of the best attraction and recruitment strategies is to have an engaged and positive workplace. People want to be part of something meaningful and feel valued for their contributions.

We are excited to welcome Pierre Battah once again to kick off the conference in a big way.

### Session 1: Engagement

- Learn about the impact of engagement on your bottom line;
- Explore and develop strategies for assessing and improving employee engagement;
- Leveraging employee engagement to fuel attraction and retention.

### Session 2: Retention

- It's all about your people, create conditions so your best people will stay and grow;
- Explore best practices in effective retention practices;
- Increase your effectiveness in attracting and selecting the best people;
- Identify your organization's next steps to strengthen its HR practices.

### Session 3: ABSDA HR Tool Kit

**Presenter – Julie Melanson, JMC**

Learn how to use important tools offered by ABSDA to improve the overall performance and culture of your organization.

This session will cover the following tools and help you understand the importance of implementing them in your organization.

- **Employee Handbook Template**
- **Employee Recruitment Guide**
- **Performance Management Guide**



### Welcoming Diversity: First steps to Foreign Recruitment

**Presenter – Jordan Remedios, ISANS**

### Session 4: The Atlantic Immigration Program (AIP)

Learn how the AIP program can help your business hire qualified candidates for positions you are struggling to fill locally.

- **Steps to get started;**
- **Understanding the Employer's responsibilities;**
- **Accessing AIP resources in your province.**



### Session 5: Creating a Welcoming Workplace

A welcoming workplace is essential to retaining employees regardless of where they are from. Explore strategies and insights to prepare your workplace to welcome foreign workers and to foster inclusivity, cultural integration, and diversity.

- **Preparing your multicultural workplace;**
- **Creating a culturally inclusive environment;**
- **Overcoming stereotypes and biases.**

## Who should attend the HR Conference?

The Leadership and Management team must lead the way. Register the key people on your team to help you be the "Employer of Choice" in your community.

Developing and implementing HR strategies is a team sport, it requires buy-in and alignment at all levels. The responsibility of HR is not limited to the HR title, everyone who has people reporting to them can continue to develop and improve their human resources knowledge and skills.

The HR conference is an opportunity to bring your team on-board. Together you will increase your organization's HR capacity, assess where you can improve, and build a stronger foundation to engage, attract and retain the best people.

## You should attend if you:



**Are an owner, manager, assistant manager, supervisor, team lead**



**Are responsible for HR related activities**



**Are part of the Leadership and Management team**



**Are on a career path to a people management role**

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# Diversity Beyond Borders:

## Unmasking the Top 5 Barriers to Integration

When we speak of diversity & inclusion, it's easy to picture a mosaic of different races, ethnicities, languages, and customs coming together. While this is undoubtedly an important chapter in the book, the full story delves much deeper, reaching into the crevices of our beliefs, thoughts, feelings, behaviours, and biases.

Let's explore and acknowledge some of the factors that might define diversity in our workplaces: age, origin, religion & spiritual beliefs, ideologies, skin color, gender identity and expression, sexual identity and orientation, physical, mental, and neurological abilities, genetic characteristics, and the list goes on; we haven't even touched on workplace diversity factors such as: income, education, occupation, hierarchical position, geographical location, skills, seniority, job functions... Ok, ok, I'm sure you get the picture. As we approach the session on creating a welcoming workplace at the HR Conference, let's journey beyond the surface and unravel the top barriers that impede true diversity and integration in our workplaces.

### 1. The Veil of Familiarity

Picture your comfort zone as a cozy room. It's warm, familiar, and filled with things you love. Often, integration struggles not due to glaring differences, but the comfort of the familiar. We gravitate toward those who mirror our own experiences, unintentionally creating insular circles. The process of integration invites us to step beyond these boundaries, embracing unfamiliar perspectives that enrich our understanding.

### 2. Unconscious Biases

Our minds are sculpted by a tapestry of experiences, some shaping beliefs, and biases we aren't even aware of. These unconscious biases subtly color our perceptions, leading to unequal treatment, a form of prejudice both for

or against a person, a group, or a thing. The first steps to dismantling these barriers is to look in the mirror and acknowledge their existence within ourselves, observe our environments for evidence of their existence, act and implement change when they surface, and invite a conscious effort to treat every individual with equity. For example, think about your recruitment process, how many resumes are quickly judged and labelled based on factors that are not related to the job they applied for?

*People are diverse in so many other ways, some are obvious and others, not so much.*

### 3. Fear of the Unknown

The unknown often harbors shadows of fear. When introducing individuals from diverse backgrounds, uncertainties arise. Fear of miscommunication, cultural missteps, or simply not knowing how to relate can create invisible walls. Embracing integration requires embracing vulnerability, allowing us to learn and grow from these shared experiences. Creating opportunities for people to find common grounds are important to begin the process of overcoming the fear of the unknown, diversity training, peer mentoring, hosting cultural or traditional events can help your team get there... and food usually helps to bring people together!

### 4. The distorted narrative of Stereotypes

Stereotypes, like echoes, can distort reality. Preconceived notions of what someone is like based on our assumptions is sure to lead to misunderstandings and missed connections. True integration demands that we replace these preconceptions with genuine curiosity, moving from assuming to inquiring, seeking to understand each unique story without assumption.

### 5. Resistance to change

Change, even positive change, can be met with resistance. When integration initiatives are introduced, a resistance to altering established norms can arise. This resistance isn't necessarily rooted in animosity; it's often born from a fear of destabilization. Fostering environments where change is approached collaboratively and perceived as an evolution rather than a disruption, is a key ingredient to successful implementing these initiatives.

Integration is woven with threads of awareness, empathy, and action. Beyond the surface, beyond skin color or language, lies the essence of shared humanity. Together, let's recognize and dismantle these barriers, fostering a workplace that isn't just diverse, but genuinely united.

*The HR Conference invites you to see integration through a broader lens, where the path forward is marked by understanding, compassion, and the courage to change.*



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# ABSDA 2023 SCHOLARSHIP & BURSARY RECIPIENTS

The ABSDA Scholarship Program was first introduced in 1987 and since it was introduced, ABSDA has presented a total \$565,000 in awards. Congratulations to our 2023 recipients. All the best and follow your dreams!

## Congratulations to our 2023 Scholarship \$2500 recipients!



**Sophie Beaulieu**  
DSL Drummond, NB

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# Crafting Your Organizational recipe:

## The hidden strength of effective HR practices

In a rapidly changing world, where industry demands and employee expectations intersect, the significance of effective **HR practices** cannot be overstated. As the **HR conference** approaches, let's explore an all too familiar story of overcoming growth challenges.

Let's step into the shoes of a small craft brewery. They had the spirit, the hops, and the vision, but as their small team grew, their creative chaos quickly turned into chaos-chaos. The team dynamic was like a wild fermentation experiment gone awry, miscommunications and clashing priorities brewed tension, leaving them with a bitter aftertaste.

That's when they tapped into the power of three important HR practices. The **Employee Handbook** was their recipe book, helping them spell out their values, code of conduct, and expectations in plain language. It transformed confusion into clarity, giving every employee a consistent taste of the brewery's culture and a common ground for understanding the mutual agreement between the

organization and its people.

Then came their **Performance Management Strategy**, a bit like the head brewer's tasting notes. It turned annual reviews into regular check-ins, where feedback flowed, and skills fermented. This transformed the work environment into a nurturing space where every team member could craft their career.

But the true game-changer was the **Employee Recruitment Strategy**. It was like sourcing the finest ingredients for a signature brew. They realized it wasn't just about hiring for skills; it was about finding people who resonated with their vibe. This made their team as diverse as their beer offerings, each flavor complementing the others.

As you sip on the idea of HR systems and procedures, imagine them as the yeast that makes the beer rise, the timer that ensures perfection, and the tasting notes that refine the process. Brewing, bottling, and delivering the perfect beer, in every bottle, every time. These tools aren't just about rules; they're a roadmap to having the right people doing the right things at the right time and in the right way.


*So, before you hit the ABSDA HR Conference, think about how these tools can turn your organizational chaos into a masterpiece. Just as every brew needs its recipe, every organization needs its HR blueprint. Join us on November 16, 2023, in Halifax, and let's brew up success together.*



## TRANSFORMING HOUSE INTO HOMES.

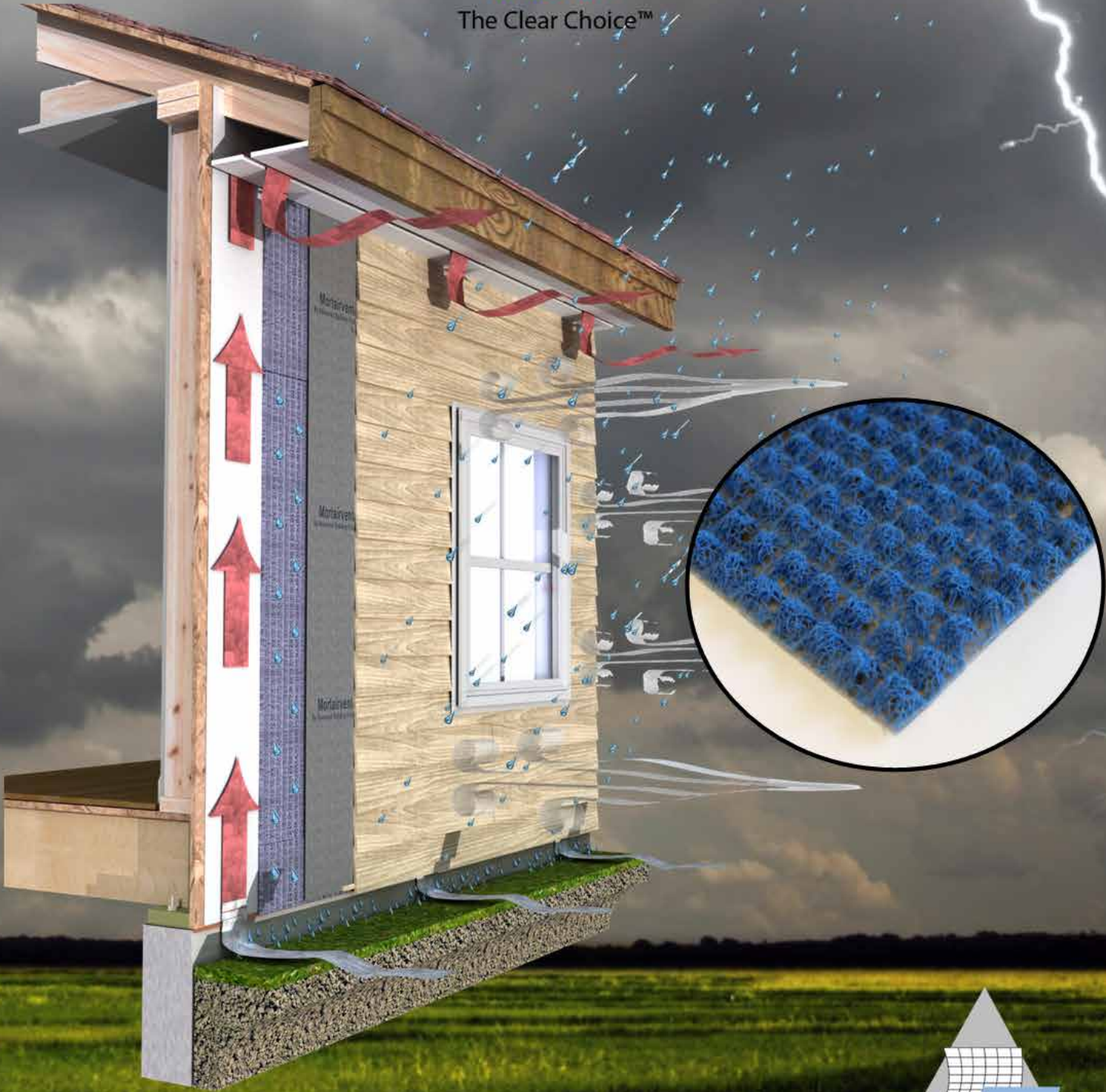
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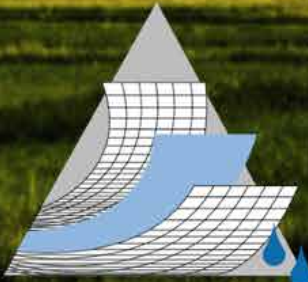
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# Industry News

## SEND US YOUR INDUSTRY NEWS

If you have industry news you want to spread around our network – send it in to us. New appointments or retirements; new acquisitions or expansions, anything that's important to you is probably important to our Members. Pictures are always great too. Email Terry at [leblanc@absda.ca](mailto:leblanc@absda.ca).



### BP Canada Appoints New Territory Sales Rep

Building Products of Canada Ltd is pleased to announce that James Gallant will be joining our Atlantic Team on September 5 as Territory Representative for Nova Scotia. James has a Commerce degree from Saint Mary's University. He currently services the Nova Scotia dealer market in an agency role providing exemplary customer service. We look forward to him taking this territory to the next level and being a key Atlantic Canada team member.

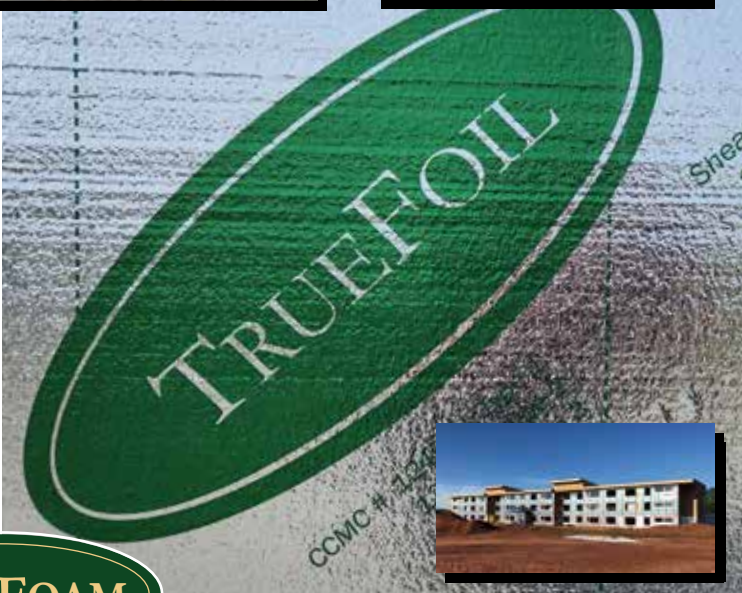


### Goodfellow Retirement Announcement

After a long and prosperous career in the Building Supply Industry Dave Warren officially retired at the end of July. Dave was a long-time supporter of the ABSDA and we wish him and his wife Jackie a long a healthy retirement.

## Reflect on this...

TrueFoam's TrueFoil is Atlantic Canada's fastest growing insulation product. A high performance exterior sheathing insulation board, laminated on both sides with perforated metallic foil to provide a highly effective air barrier without trapping moisture in the wall assembly. Residential and commercial contractors alike are making the switch to this affordable, easily installed insulation. We know you can see yourself selling a lot of TrueFoil.



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# Industry News (cont'd)

### Home resale down slightly in July

Sales of existing Canadian homes dipped by 0.7 percent in July from the previous month, according to the Canadian Real Estate Association. While sales for the month were up in more than half of all local markets, a decline in the Greater Toronto Area (GTA) tipped the national figure into the negative.

Sales were also down in the Fraser Valley, which together with the GTA offset gains in Montreal, Edmonton, and Calgary. The actual (not seasonally adjusted) number of transactions came in 8.7 percent above the previous July—the largest year-over-year national sales increase in more than two years.



### Orgill Invests in Growth Plans

As we cross the midpoint of the year and head into the final months of 2023, Orgill has been hard at work making investments to elevate the company's position as a leader in the home improvement industry.

From rolling out plans to develop a 500,000-square-foot concept center in Tennessee to expanding its industry-leading sales force, the world's largest independent hardlines distributor is committed to continuous improvement.

### Hardlines Conference in Whistler, B.C., is less than eight weeks away!

The most important Hardlines Conference in history is coming up fast!

It's the first Hardlines Conference in B.C.—and the lineup of our industry's top guns who will be presenting is first rate. It all takes place Oct. 17-18 at the luxurious Fairmont Chateau Whistler, at the foot of Blackcomb Mountain.



You'll meet Jim Inglis, former SVP of merchandising at Home Depot. You'll hear from Geneviève Gagnon, head of Groupe Gagnon, one of the most innovative home improvement retailers in Quebec. You'll take in a presentation from Cody Smith, who runs the fast-growing Home and Building Solutions business at Federated Co-ops. You'll meet Jean-Sébastien Lamoureux, senior vice-president of affiliates and public affairs at RONA. And lots of other industry icons and influencers.

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# Industry News (cont'd)

## Gillfor, Weyerhaeuser team up

Gillfor Distribution has announced a partnership with Weyerhaeuser to distribute the manufacturer’s line of Trus Joist engineered wood products in western Canada. The line will be distributed from Gillfor’s six DCs from British Columbia to Manitoba. The two companies are finalizing logistical details and have set a target launch of January 1, 2024.



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