

Construction Specifications Canada is an organization representing diverse interests in the construction industry and related professions. It is dedicated to improving the quality and flow of information between these interests, whether in the form of specifications, contract administration or marketing.

April 2025 Edition

Editor: Tracey Stawnichy

**In This Edition...**

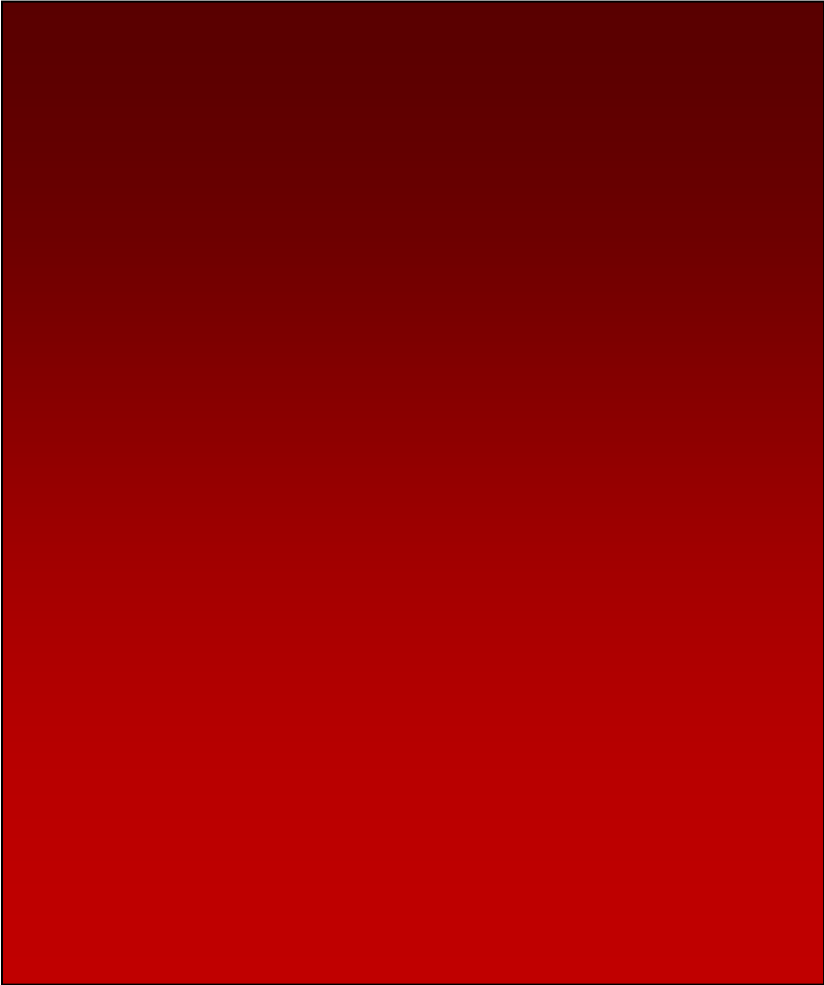
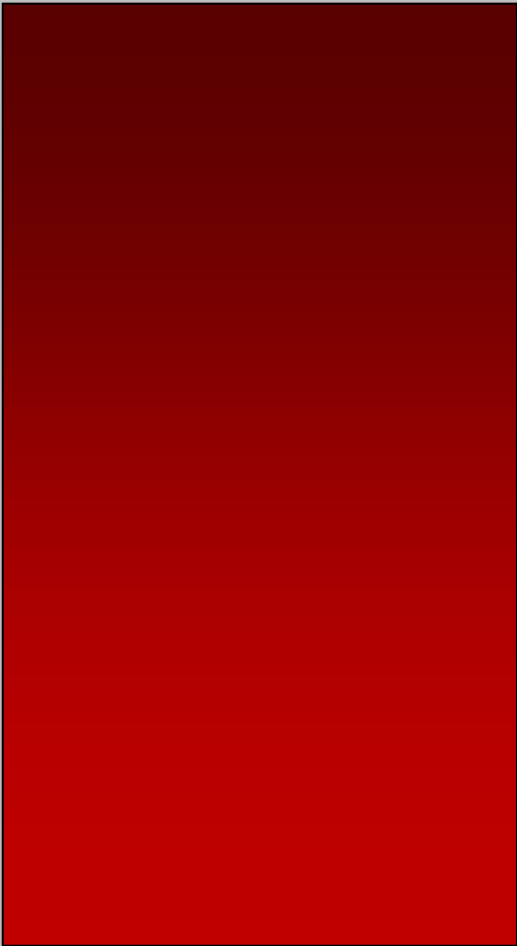
Executive List .....1  
Chair’s Message .....2  
Membership.....2-3  
Education.....3-4  
INFONET 2025 .....5-7  
The Impact of Wildfires on Building Codes:  
Reflections on the Recent Los Angeles Fires  
.....8-10  
4 Types of Boses, and How to Work With  
Each One..... 10-12  
Do Your Architecture Staff Understand Your  
Workplace Policies: Maybe Not .....12-13  
“Yearning for Authenticity” Central to Bolder  
Interior Design in 2025 .....13-16  
Association Links & Liaisons.....16-17  
The Bulletin Board .....18  
The Executive .....19

**INFONET 2025**

**Date:** Thursday, April 10, 2025  
**Time:** 3:00pm – 10:00pm  
**Place:** Matrix Hotel, 10640 – 100 Avenue NW, T5J 3N8

Join us for an evening filled with insights into new materials and technologies, followed by some lively camaraderie and fun!

- Schedule:
- 3:00pm – Tradeshow
  - 5:30pm – Host Announcements and Dinner
  - 6:00pm – Casino
  - 9:00pm – Door Prizes and Casino Winners
  - 9:15pm - Networking



<b>Director</b>	Andrew Brassington	780 222 6732
<b>Chair</b>	Dylan Leclair	587 335 9552
<b>Vice-Chair</b>	Position Open	
<b>Secretary</b>	Jessica Prosser	587 340 7169
<b>Treasurer</b>	Catherine Osborne	780 423 6606
<b>Architectural</b>	Kevin Osborne	780 717 1007
<b>Chapter Liaison</b>	Position Open	
<b>Education</b>	Kevin Osborne	780 717 1007
<b>Engineer</b>	Jamie Murphy	780 983 0288
<b>General Contractor</b>	Position Open	
<b>Interior Design</b>	Corry Bent	780 995 1647
<b>Manufacturer/Supplier</b>	Mike Lafontaine	780 907 4920
<b>Marketing, Promotion, and Communications</b>	Jamie Murphy	780 983 0288
<b>Membership</b>	Dave Lawrence	780 901 7260
<b>Newsletter</b>	Tracey Stawnichy	780 994 3699
<b>Specifications</b>	David Watson	780 758 4147
<b>Website Administrator</b>	David Watson	780 758 4147
<b>Trade Contractor</b>	Kevin Kramers	587 232 0613
<b>Program</b>	Cherisse Zerbin	780 920 4910
<b>Owner's Rep</b>	Cam Munro	780 231 1739
<b>Sustainability</b>	Position Open	



### Chapter Sponsor

Reach out to us for more information at  
[edmonton@csc.dcc.ca](mailto:edmonton@csc.dcc.ca)

### Student Sponsor

Reach out to us for more information at  
[edmonton@csc.dcc.ca](mailto:edmonton@csc.dcc.ca)

### Meeting Sponsor

\$50 for Individual (personal) Sponsor  
 \$250 for Corporate Sponsor

### FOR FURTHER INFORMATION

Contact any member of the Executive, attend one of our Chapter Meetings, send your name and address to CSC Edmonton Chapter, PO Box 35093 Mid Town PO. Edmonton, AB T5J 0B7, or go to [edmonton.csc-dcc.ca](http://edmonton.csc-dcc.ca) for additional contact information.

### GOALS OF CSC

Construction Specifications Canada is a multi-disciplinary non-profit association dedicated to the improvement of communication, contract documentation, and technical information in the Construction Industry. CSC is a national Association with Chapters in most major Canadian Cities.

To this end, CSC pursues the study of systems and procedures that will improve the coordination and dissemination of information relevant to the construction process.

We seek to enhance the quality of the design and management aspects of the construction activity through programs of publication, education, and professional development, believing that by so doing, we can contribute best to the efficiency and effectiveness of the construction industry as a whole.

### OBJECTIVES OF CSC

To foster the interest of those who are engaged in or who are affected by the compilation or use any forms of specifications for the construction industry.

To publish literature pertaining to the construction industry.

To engage in activities to improve procedures and techniques related to the construction industry.

**The opinions and comments expressed by the authors do not necessarily reflect the official views of Construction Specifications Canada. Also, appearance of advertisements and new product or service information does not constitute an endorsement of those featured products or services.**

## Announcements:

---

## Chair's Message

---



**Dylan Leclair, CSC Edmonton | Chapter Chair**

Happy Spring, Edmonton Chapter,

I want to thank all our sponsors and industry partners who have already signed up for our 2025 Infonet. If you haven't already signed up, I encourage you to do so ASAP. It's sure to be a great interactive networking opportunity for all those in attendance. I also want to thank the Planning Committee for all their hard work and dedication as we have been working with a new venue and concept.

Our annual Chapter Meeting will take place May 1 at the Matrix Hotel in Edmonton; those who wish to attend can sign up via Eventbrite. We are looking for people interested in becoming our new Vice-Chair and we will be holding a vote for the position at the meeting. If you have any interest in the position, contact me or our Director, Andrew Brassington.

Currently we are working on our annual Golf Tournament at Cattail Landing and should have more information in the coming weeks. Save the date – June 26, 2025!

Have a great April!

---

## Membership in CSC

**Dave Lawrence**



In the construction industry's fast-paced environment, the need for and value of Construction Specifications Canada is greater than ever. CSC brings together individuals from all segments of the construction industry. All who have a vested interest in Canada's largest industry are invited to join CSC. When you join CSC, you become part of the only association that brings together professionals from all aspects of the construction industry.

### DESIGN TEAM

CSC offers members of the Design Team the opportunity to meet with other members and exchange information. It also affords you the chance to help improve technology and its management, and the means to improve ways in which your ideals are translated into clear, concise, and complete documentation.

### BUILDING TEAM

If you are a member of the Building Team, CSC offers you the opportunity to become involved in formulating specifications. Your valuable input into the programs can help generate time and cost savings, as well as improve performance.

## SUPPLY TEAM

The multi-disciplinary composition of CSC allows members of the Supply Team to meet with other members of the construction team. CSC programs in data filing and information retrieval are geared to present convenient and concise information on your products for proper evaluation and specification.

## THE STUDENT

If you are a student of architecture, engineering, or construction technology, CSC will provide you with a greater exposure to, and a better understanding of, the construction industry, giving you an excellent opportunity if you plan a career in the construction field.

## People and Places – Welcome to new and past CSC Edmonton Chapter Members!

### Fresh Faces (New Members)

#### **Amanda Hill, Chapter Manager**

Architectural Woodwork Manufacturer's Association of  
Canada, Northern Alberta Chapter (AWMAC)  
PO Box 25594, EDM Drive-Thru Parcel Centre  
Edmonton, AB T5T 7E7  
P: (780) 937-1187  
E: [northernalberta@awmac.com](mailto:northernalberta@awmac.com)

### Yes, We've Moved (Contact / Mailing Address Update)

#### **Patrick Bond, AHC**

Sales Representative,  
ASSA ABLOY Entrance Systems Canada Inc.  
P: (403) 464-1516  
E: [pat.bond@assaabloy.com](mailto:pat.bond@assaabloy.com)

#### **Andrew Brassington, CTR**

Technical Sales Manager, Western Canada  
Owens Corning Canada  
13524 – 163 Avenue, Edmonton, AB T6V 0G3  
P: (780) 222-6732  
E: [andrew.brassington@owenscorning.com](mailto:andrew.brassington@owenscorning.com)

### Previous Members Re-Joining / Re-Activated

None this month.

## CSC Education:



**Kevin Osborne, CET**

### Principles of Construction Documentation

The PCD course is an introductory course that will enable the student to have a better understanding of construction documentation (specifications, drawings, and schedules), products, bidding procedures, and contracts. **It is also a prerequisite to all the other CSC education courses.**

### Specifier 1

Specifier 1 is an intermediate level course that will take the individual beyond the concepts previously introduced in the PCD Course. Although some of the same topics are included, the depth of comprehension and explanation exceed that of the PCD course. The Specifier 1 is a prerequisite for the **Certified Specification Practitioner (CSP)** designation from CSC. Successful completion of the course may be credited toward the experience component requirements for the Registered Specification Writer (RSW) designation.

### Technical Representative

The TR course provides a better understanding of contract documents and bidding procedures, product representation, professionalism, and ethics, and will provide a new depth of understanding and explanation of concepts beyond what was previously introduced in the PCD course. The course is designed for the individual involved in the supply section of the construction industry, such as manufacturer representatives, agents, or distributors of products. The student will have successfully completed the PCD course.

Contact Kevin for all your education needs. [kosborne@br2architecture.com](mailto:kosborne@br2architecture.com)

## EDUCATION COURSES

---

### Upcoming Classes:

Principals of Construction Documentation (PCD) – TBD  
Specifier – TBD  
Construction Contract Administration (CCA) – TBD  
Technical Representative (TR) – TBD

### Upcoming Classes Online:

Principles of Construction Documentation (PCD) – TBD  
Construction Contract Administrator (CCA) – TBD  
Specifier – TBD  
Technical Representative (TR) – TBD

### Upcoming Virtual Classes:

Principles of Construction Documentation (PCD) – TBD  
Construction Contract Administration (CCA) – TBD  
Specifier (SP) – TBD  
Technical Representative (TR) – TBD

---

### Social Media:

### Check us out:



Contact us:  
edmonton@csc-dcc.ca

# INFONET

## April 10, 2025

Matrix Hotel  
10640 100 Ave  
Edmonton, Alberta



<http://edmonton.csc-dcc.ca>

**The CSC Edmonton Chapter is bringing the excitement of Las Vegas to you!**

Join us for an evening filled with insights into new materials and technologies, followed by some lively camaraderie and fun.

# Casino Party

Provided by  
Edmonton  
Casino Party

[www.edmontoncasinoparty.com](http://www.edmontoncasinoparty.com)

### SCHEDULE:

3:00 PM: TRADESHOW  
5:30 PM: HOST  
ANNOUNCEMENTS AND DINNER  
6:00 PM CASINO  
9:00 PM: DOOR PRIZE AND  
CASINO WINNERS CALLED  
9:15 PM: NETWORKING



# Sponsorship Packages:

## High Roller Sponsor (Only 5 Available)

**\$2,000.00 + G.S.T.**

- 8 tickets to the event
- 8 drink tickets
- Two page advertisement
- Powered Tabletop Exhibit for Trade Show

## Lucky Ace Sponsor **\$1,600.00 + G.S.T.**

- 6 tickets to the event
- 6 drink tickets
- One page advertisement
- Basic Tabletop Exhibit (No Power Access) for Trade Show

## Industry Partner **\$800.00**

- 4 tickets to the event
- 4 drink tickets

## Infonet Committee 2025

Director, Andrew Brassington  
[Andrew.Brassington@owenscorning.com](mailto:Andrew.Brassington@owenscorning.com)

Chair, Dylan Leclair  
[Dylan.Leclair@IKO.com](mailto:Dylan.Leclair@IKO.com)

Treasurer, Catherine Osborne  
[cosborne@br2architecture.com](mailto:cosborne@br2architecture.com)

Secretary, Jessica Prosser  
[j.prosser@fullsteriron.com](mailto:j.prosser@fullsteriron.com)

Education, Kevin Osborne  
[kosborne@br2architecture.com](mailto:kosborne@br2architecture.com)

Officer at Large, David  
Lawrence:  
[davidlawrence@interbaun.com](mailto:davidlawrence@interbaun.com)



# About the Event

## **3:00 P.M.:**

Sponsors have the opportunity to showcase the latest trends, products and innovations to new and familiar clients.

## **5:30 P.M.:**

Create your own culinary experience with delicious options from the mac and cheese buffet, taco bar, slider station, and more! Please note, this is not a sit-down dining experience—it's a networking feast!.

## **6:00 P.M.:**

Welcome to Vegas in Edmonton!

Kick off your evening with \$50,000 in fun money, with the potential to turn it into millions! Try your luck at authentic Vegas-style casino games, including blackjack, casino war, baccarat, roulette, and craps.

## **9:00 P.M.:**

If you're one of the top three high rollers, you'll get to choose an amazing prize to take home—and brag about your winnings!

### **50/50 Tickets Available!**

**Purchase 50/50 tickets throughout the evening for a chance to win big! Your ticket also gives you one more shot at the amazing door prize.**

**All proceeds support the Stephanie Wertz Education Fund.**



## Articles of Interest

---

### The Impact of Wildfires on Building Codes: Reflections on the Recent Los Angeles Fires

Sourced from: <https://www.archdaily.com> / Jonathan Yeung

It has been nearly three weeks since one of California's most devastating wildfires began, triggering an immense effort to combat the blaze and mitigate further damage. As firefighters work to contain the remaining flames, the city braces for its first significant winter rainfall, raising concerns about flooding and landslides that may exacerbate the already extensive destruction.

Amid these challenges, the wildfire has spurred widespread reflection at local and global levels. Discussions have emerged on topics such as the insurance system, firefighting infrastructure, water resources, global warming's role in high-wind fire conditions, and the impact of landscape design, particularly the use of non-native vegetation.

Additionally, debates have surfaced about building design, questioning why some structures survived while others were destroyed and whether the widespread use of wood in construction should be reconsidered. Readers' letter submissions highlight alternative systems and note their drawbacks, such as their lack of earthquake resistance and costs.

#### Historic Fires and Their Influence on Fire Safety Regulations

Wildfires and fire tragedies are not new in the United States, with significant incidents recurring throughout history. These events have shaped urban planning and safety measures, leading to tighter regulations on firefighting infrastructure, fire-resistant building codes, and effective evacuation strategies. For context, the 1906 San Francisco Earthquake and Fire caused \$9.7 billion in damages (adjusted to 2018 dollars) and over 3,000 casualties. Notably, eight of the ten largest wildfires in U.S. history have occurred since 2000, each resulting in damages exceeding \$900 million (adjusted to 2018 dollars).

Fire safety codes and standards have evolved in response to such past tragedies. The National Fire Protection Association (NFPA) attributes key developments to landmark incidents such as the 1908 Rhodes Opera House fire and the 1911 Triangle Shirtwaist Factory fire, both of which claimed over 140 lives. These events prompted stricter regulations to ensure fire-safe building design, a process that has continued to evolve with each significant disaster and the lessons learned.

#### Understanding Fire Safety Codes: Prioritizing Lives Over Structures

As discussions on building codes, materials, and fire resistance continue, it is also essential to remind ourselves that fire and life safety codes are primarily designed to protect lives before preserving structures. These regulations are enforced to facilitate the safe evacuation of occupants, ensure a building can withstand disasters for a limited time, and prevent scenarios where the structure itself endangers individuals by collapsing or trapping them within.

The primary objective of these codes is not to prevent a building's destruction during catastrophic fires but to buy critical time for occupants to escape and for emergency responders to intervene. Buildings are generally designed to maintain structural integrity for a specified duration – typically 1 to 3 hours – before materials inevitably weaken, burn, or fail. The required fire-resistance rating often depends on factors such as building occupancy, with larger or more populated structures necessitating longer durations of fire resistance.

Fire-resistant materials and designs slow flame spread and maintain structural stability during this critical window, supporting evacuation and suppression efforts. While debates about optimal building materials – timber, concrete, or steel – continue, it is crucial to recognize that building codes prioritize life safety above structural preservation.

### **Possibilities for Evolving Building Codes to Enhance Flexibility and Safety**

Discussions about building materials are vital, encompassing broader considerations like sustainability, cost, recyclability, and maintenance. However, fire safety efforts cannot rely solely on material properties. Active fire suppression systems like sprinklers are critical for controlling fires and minimizing damage. For instance, the Hartford Hospital fire of 1961 led to the expansion of sprinkler requirements across various building types, underscoring their effectiveness.

Unlike passive measures like fire-resistant materials and clear egress pathways, which aid evacuation, active systems actively combat fires, enhancing safety and reducing destruction. When combined with passive strategies, these systems significantly improve the chances of occupant survival and structural preservation. Yet, they are often not mandated for single-family residential buildings due to their lower occupancy levels and cost concerns. Adding suppression systems can substantially increase construction costs as well as infrastructural costs. This fire-resistivity discussion then triggers a much more significant consideration, affecting housing affordability issues.

To address housing affordability concerns while enhancing fire safety, the industry might consider continuing to evolve a more flexible and adaptive approach to building codes. Instead of a one-size-fits-all strategy, localized codes could be implemented in high-risk areas, if not already done so, focusing on regions where the fire threat is most significant. This targeted approach acknowledges that not all single-family homes face the same level of risk, allowing for tailored solutions that prioritize safety where it is most needed. This level of discernment and fire safety requirement may also help begin negotiating on the complex insurance coverage subject.

For affordable housing in high-risk zones, there may be ways to include incentives to encourage the adoption of advanced fire suppression systems. This strategy reduces reliance on restrictive building material requirements, which may be perceived as limiting, and shifts the focus to a combination of material properties and active fire suppression. Promoting creative and flexible solutions may enhance home safety, improve fire resistance, and support long-term resilience without disproportionately impacting housing costs and being restrictive in regulations.

### **Emerging Fire Suppression Technologies and Possible Strategies**

A significant challenge in fire safety lies in the gap between evolving codes and existing buildings. In parallel with continuing to rethink and improve the code governing building structures, it is equally important to address aging structures that remain occupied by a much more dated set of requirements. Structures built decades ago may comply with outdated codes but fall short of current safety standards. Unless these buildings undergo renovations and improvements, they typically remain exempt from updates. This raises an important question: How can we positively encourage dated buildings to adopt new technologies and safety measures without enforcing and/or waiting for renovations?

Incentivizing homeowners to upgrade fire safety systems could yield widespread benefits, protecting lives and property while supporting the construction industry and reducing financial strains on insurers and governments. Emerging fire suppression technologies, originally designed for industrial or high-risk zones, are now inspiring potential residential applications. Modern fire suppression systems go beyond traditional heat-activated sprinklers, offering advanced solutions that could enhance home safety. These solutions offer greater flexibility, significantly reducing the need for extensive plumbing

installations throughout the house, as traditional sprinkler systems require. This makes them more suitable for renovations and retrofitting existing homes.

For example, innovative water suppression systems, such as automatic thermal imaging water cannons, are gaining traction within the market. Strategically placed, these systems can target and suppress fires at their source without requiring extensive plumbing infrastructural network, as is necessary for sprinkler systems. While these water cannons may quickly extinguish localized flames, they provide less comprehensive coverage than traditional sprinklers, offering a trade-off between targeted efficiency and broader protection.

Can we envision a future where high-risk areas adopt resilient architecture, utilizing fire-resistant materials and advanced firefighting technologies? His evolving discussion highlights the importance of a multifaceted approach to fire safety. By integrating advancements in materials, suppression technologies, and urban planning; communities can develop more resilient strategies to protect lives and properties amid the growing challenges posed by climate change and natural disasters.

## 4 Types of Bosses, and How to Work With Each One

Sourced from: <https://www.fastcompany.com> / Melody J. Wilding

Is your manager a Commander or a Cheerleader? Here are the different sorts of leaders you will likely encounter.

Have you ever found yourself in a situation where you carefully laid out all the context for your manager, only to have them cut you off? Or maybe you've found you're eager to dive into the tactical details of a project while they keep steering the conversation back to vision.

These moments can leave you frustrated and confused. You're doing what seems logical, yet somehow it's not landing. The good news is that these disconnects usually aren't about your competency or the quality of your ideas— they're about different styles.

Studies have found that two primary dimensions shape how people communicate and approach their interactions at work. The first is dominance, which refers to the degree a person attempts to control situations or the thoughts and actions of others, and the second is sociability, which measures how readily someone expresses emotions and prioritizes relationships and emotional connection with others. The intersection of these two dimensions leads to four different styles, which I call the 4Cs.

### The Commander

Commanders can be so quick to take action that they may steamroll you or others. They care more about what needs to be done than how everyone feels about it. This doesn't necessarily mean they're uncaring (although they sometimes neglect their team's need for emotional support), but they show their commitment to others by setting clear, ambitious targets rather than through praise or acknowledgment.

### Don't take it personally if a Commander:

- Nitpicks your work. When Commanders challenge your ideas, it's more about stress-testing them to avoid mistakes and make them stronger rather than dissatisfaction with you or your performance. Acknowledge their input without getting defensive and refute with solid data: "I see what you mean about the message lacking urgency. We approached it that way because our feedback survey showed..."
- Skips pleasantries and small talk. Commanders see time as a valuable resource not to be



wasted, so respect their desire for efficiency with phrases like, “I know you’re busy, so let’s get right to it” or, “I’ll dive straight in – here are the key points I’d like to cover.” And please don’t be offended when they send you two-word email replies without asking how your weekend was.

- Overlooks your opinion. Commanders appreciate assertiveness, so have a point of view and present it clearly. Start your pitch with something like, “I believe...,” “My recommendation is...,” “From my perspective, it seems that...,” or “Here are my initial thoughts.”

### **The Cheerleader**

Cheerleaders are expressive and tend to be energetic, optimistic, and enthusiastic. Like Commanders, Cheerleaders value moving fast and aiming high, but they love building relationships and playing connector. Their focus on team spirit makes for an environment that’s positive and fun, but some might find their high-energy, group-oriented style overwhelming and you might not always get the nitty-gritty feedback or specific direction you want.

#### **Don’t take it personally if a Cheerleader:**

- Cancels meetings at the last minute. Take the lead to reschedule, or you’ll be forgotten as they chase the next shiny object. Try this: “I understand your schedule is tight, but we’re running out of time to plan for X. So I’ll grab 20 minutes on your calendar to connect about that tomorrow unless you let me know otherwise.”
- Changes priorities frequently. Their flightiness can be frustrating, but when the Cheerleader thinks of yet another new idea or veers off topic, gently steer them back: “That’s fascinating. I’ll make a note so we don’t lose sight of this and can revisit it at a better time.” Be clear about what’s achievable, tying it back to team capacity and timelines: “To meet our deadlines and keep the quality of work you’re used to, we should stay focused on X.”
- Gives you vague feedback and direction. Cheerleaders prefer to inspire and motivate rather than provide step-by-step instructions. When given vague feedback, drill deeper: “Can you share what success looks like for this project?” Provide options since Cheerleaders sometimes struggle to come up with specifics on their own: “Here are a few ideas I’ve come up with. Which one do you feel fits best?”

### **The Caretaker**

Caretakers are patient peacekeepers who listen carefully and make sure everyone feels seen and heard. While they’re high on sociability like the Cheerleader, Caretakers are more subdued and nurturing. They want you to feel safe voicing your thoughts and struggles. But at the same time, their indecisiveness can be a drag, particularly in fast-paced or high-stakes environments where quick action and risk-taking are crucial.

#### **Don’t take it personally if a Caretaker:**

- Constantly checks in. Caretakers sometimes “helicopter” manage or, worse, make you feel like you have to reassure them instead of the other way around. Gently make it clear you can handle tasks on your own without them hovering: “I’ve got this under control, but I’ll definitely let you know if I need any help.”
- Hoards work and stretch projects. Your boss may believe taking on the burden of extra work safeguards you from stress – or they’re convinced that they’re best suited to handle tasks. To overcome their control issues, propose a gradual transition (“Let’s start with me handling part of [project], and we can go from there”) or suggest working together initially (“How about we tag-team on [project] at first? That way, you can see my approach and make sure it’s on track”).
- Drops news on you at the eleventh hour. In a misdirected effort to keep things calm and stable,

your boss may hold back important information, so regularly ask for insight on potential shifts: “Are there any developments we should be aware of? It would help us plan and help us adjust accordingly” or “Knowing about changes ahead of time helps me prepare, so any heads-up would be helpful.”

## The Controller

Controllers excel through their meticulous attention to detail, reliance on data, and a preference for working behind the scenes to ensure everything runs like clockwork. They tend to be serious and reserved leaders who worry less about social connections and more about optimizing existing standards, rules, and processes.

This can be a dream for those who love clear instructions, but Controllers can also come off as rigid and restrictive, especially when quick pivots or innovative leaps are needed to stay ahead.

### Don't take it personally if a Controller:

- Rejects your ideas without consideration. Controllers are wary of new ideas because they see them as risks that could lead to mistakes. So frame ideas as enhancements to existing processes, not as net new changes: “[Idea] builds on our current system...” or “We can take what we’re already doing and make it even better by...”
- Requires multiple approvals or reviews. It’s not that they don’t trust you; rather, they believe that having multiple sets of eyes means standards will be met. Before starting work ask, “What are the key criteria you’re looking for in this project? I want to make sure I meet your expectations from the outset.” Suggest a quick pre-mortem session to catch any issues early: “Can we check in before I finalize this? I want to address any concerns you might have.”
- Expects you to be an expert in everything. If your boss overloads you with dense information or complex documentation, turn it back around and ask for guidance on what’s most critical: “I appreciate all the details. What would you say are the key points I should prioritize to make sure we’re compliant?”

You might not always like or agree with your boss’s approach – that’s normal – but if there comes a point where their actions become disruptive to you or others, it’s not enough to say, “Oh, that’s just how they are!” Ultimately, personal style doesn’t give anyone a pass to be a jerk. The key is to stay flexible and observant, adjusting your strategies as you learn more about your boss’s preferences and behaviors. Because even if your relationships are strong, they can always be better.

## Do Your Architecture Staff Understand Your Workplace Policies? Maybe Not, Study Warns

Sourced from: <https://archinect.com> / Niall Patrick Walsh

Employers often overestimate how well new hires understand employment terms, new research in the journal *Organizational Behavior and Human Decision Processes* warns. According to the study, 52% of hiring managers believed their recent hires fully comprehended the terms of their employment, while only 20% of employees felt the same.

In a recent *Harvard Business Review* article, study authors Rachel Schlund (University of Chicago) and Vanessa Bohns (Cornell University) argue that their findings highlight a gap between legal consent and employees' true understanding of workplace policies. While the study did not specifically target the design profession, the issue is particularly relevant in architecture firms, where new hires

often not only sign complex agreements, but are introduced to firm-specific approaches to software, file management, and design workflows.

“Several psychological biases point to the mistakes we make when assessing others’ subjective experiences,” Schlund and Bohns write. “For one, we tend to gauge people’s internal states from their observable behaviors, even though the two are not always aligned. This means that when we observe someone’s behavioral agreement, as we do when we see them sign a document, we assume a corresponding psychological agreement.”

The authors add that if managers understand and agree with the workplace policies of their office, they assume others do too, even if their employees’ knowledge and experience are not as high. As a result, managers can overestimate how informed new hires are about workplace agreements and policies.

In an architectural setting, such policies might include non-compete clauses, intellectual property agreements, or provisions allowing the firm to use an employee’s designs for firm-wide promotional purposes. Contractual agreements are also likely to include stipulations on overtime and weekend work, and the extent to which they are compensated; issues often highlighted by labor union groups in architecture.

Driven by enthusiasm and a desire to impress, many employees sign without comprehending the full ramifications. Over time, however, they may feel misled, which can erode trust and commitment to the firm. The authors subsequently found that employees who felt uninformed at the outset of their roles were more likely to “disengage, perceive their workplace as unfair, and develop strained relationships with supervisors,” and ultimately more likely to consider quitting their roles.

According to the study, firms can mitigate the issue by ensuring policies are communicated in clear, accessible language and allowing time for discussion. Regular check-ins and an open-door policy for questions can also help employees feel more informed and valued. Furthermore, when certain terms may seem restrictive, firms should provide context and rationale, enabling employees to make truly informed decisions.

---

## **“Yearning for Authenticity” Central to Bolder Interior Design in 2025**

Sourced from: <https://www.dezeen.com> / Jane Englefield

Interior design in 2025 will honour the century-old principles of art deco, favouring statement objects made to last in a departure from the neutral minimalism that characterised last year, designers tell Dezeen.

As the new year gets underway, Dezeen spoke to interior designers about their trend predictions for 2025. The creatives were united in acknowledging the ever-growing urgency of sustainability, but without compromising on much-needed escapism in myriad forms.

"Last year, we saw a lot of organic architecture and humble interiors," reflected Dorothee Meilichzon, who was crowned interior designer of the year at November's Dezeen Awards.

"Maybe now it's time to move in the opposite direction while reusing elements from the past," said the French designer.

"Reality is super tough all around the world," she added. "We might need to go back to dreaming! I am wondering if we will be back to grandiose and bigger-than-reality. A bit out of scale, revisited baroque – old-school interiors twisted."



Smita Thomas, founder of Bengaluru studio Multitude of Sins, agreed.

"The era of monotone, single-colour, single-material spaces is fading into oblivion," she told Dezeen. "This shift will emerge from a collective yearning for authenticity and connection in a world that feels increasingly fragmented."

That sentiment was echoed by Julien Sebban, founder of Paris studio Uchronia and the 2023 winner of the Dezeen Award for emerging interior designer.

"While 2024 has been about minimalism and earthy tones, 2025 will take a bolder step towards experimentation and self-expression," he said. "The focus will shift from simply functional and neutral to more dynamic, emotionally engaging designs."

### **"Mavericks will emerge"**

Retreating from minimalism will not be as simple as coating everything in bold colours and textures, said Thomas.

Rather, she acknowledged a collective desire to add personality and meaning to interior spaces after a sustained trend for beige and often bland homes.

"We'll move beyond simply making a splash," speculated the designer. "It'll be about depth and nuance. We'll see a surge of creativity that breaks free from convention."

"I believe we're on the cusp of a seismic shift in design, where more trailblazers and mavericks will emerge, creating space for liberated and authentic work," she added.

Executing statement interiors does not necessarily mean more is more, acknowledged James Lees, co-founder of London studio Pirajeon Lees.

"We're embracing a lifestyle of less, where every piece we own carries meaning and fosters an emotional connection," he suggested.

"There's a renewed appreciation for craft – celebrating the handmade and finding beauty in the natural imperfections of materials and objects," added Lees.

"The spotlight is on quality materials, rich textures and expert craftsmanship," added fellow co-founder Clémence Pirajeon.

### **Recovery from marble "overdose"**

This year marks 100 years since art deco – short for arts décoratifs – emerged at the International Exhibition of Modern Decorative and Industrial Arts, held in Paris in 1925.

The centenary is not lost on interior designers, some of whom believe that it offers a chance to revisit the style's core values.

"At a time when sustainability is essential, the art-deco style attracts with its focus on high-quality materials and objects designed to last," said Paris collaborators Samantha Hauvette and Lucas Madani.

"Some trends are in danger of disappearing rapidly because of the speed with which social networks spread fashions, and the responsiveness of manufacturers to produce cheap copies," continued Hauvette and Madani.

"This phenomenon creates a saturation point that makes certain pieces, initially highly prized, almost boring."

The designers cited beige boucle round-shaped furniture, ceramic or plaster-clad lighting and the "indiscriminate use of marble" as tired and overexploited.

"These trends were initially appreciated for their originality. But their massive popularity, fuelled by excessive production, quickly led to an aesthetic 'overdose'," said Hauvette and Madani.

"Art deco's elegance, timeless quality and symbolism of resilience make it a style that responds to today's aspirations and challenges."

### **"Localisation should become more pronounced"**

Unsurprisingly, designers were concerned about sustainability. Tokyo creative Keiji Ashizawa called for the localisation of interior design to minimise the international transportation of materials.

"This is an essential trend that is sustainable and necessary to preserve local culture, creating individuality in each place," said Ashizawa, known for using Japanese wood and other high-quality natural materials.

"Localisation should become more pronounced with each passing year," he added. "I think designers will be required to develop materials and participate in production."

Renowned for projects championing efficient insulation, Barcelona studio Takk envisaged moving away from a typical residential model based on closed rooms accessed through "endless corridors".

"Spaces nested within each other instead of placed along corridors allow us, in addition to reinventing privacy, to control the climate of each room, saving energy," said studio co-founders Mireia Luzárraga and Alejandro Muiño.

"Unlike ephemeral trends, art deco favours well-constructed furniture and robust materials in line with today's desire to reduce rapid consumption and favour pieces that will stand the test of time," they added.

The designers cited local wood, cork, cotton and wool as sustainable materials that provide warmth to domestic spaces.

"We are increasingly going to move towards more generous spaces without so many dividing walls, where even spaces traditionally designed for individual use such as bathrooms will become spaces that can be used in company, as is the case with kitchens," they continued.

"Multi-functional spaces remain a priority [for 2025], with designs that seamlessly adapt from home to workspace or transition effortlessly from day to night," agreed UK-based designer Tola Ojuolape.

Ojuolape echoed the desire for a "remixed maximalism" that moves away from neutral boucle and soft textures. The designer also put her faith in "the power of colour" and refined and sleek materials, including stainless steel.

"These trends reflect a rising desire for greater individuality and spaces that combine comfort with inspiration and distinctiveness," suggested Ojuolape.

"The focus on grounded richer colours and hybrid functionality highlights evolving lifestyles and a deeper connection to personal expression."

In 2025, the very concept of design trends is also being questioned. Hong Kong designer André Fu, for example, suggested they are becoming less relevant.

"The world of interiors is no longer trend-driven and the underlying value of design lies in its ability to provide a point of difference and a way to express the familiar with a fresh perspective," he reflected.

"Visual stories that are culturally rooted should prevail."

"We strive to not follow trends – easier said than done – and create work that is a bit more timeless and follows our personal design language," echoed David Dworkind, co-founder of Montreal studio Ménard Dworkind. "So I try to not have an ear to the beat of what's trending."

## ASSOCIATION LINKS

- **Alberta Construction Safety Association (ACSA)**  
[www.acsa-safety.org](http://www.acsa-safety.org)
- **Alberta Building Envelope Council North (ABEC)**  
[www.abecnorth.org](http://www.abecnorth.org)
- **Building Information Modeling (BIM) Forum**  
<https://bimforum.org/>
- **Biomimicry Guild**  
<https://biomimicry.net/>
- **Canadian Green Building Council (CaGBC)**  
[www.cagbc.org](http://www.cagbc.org)
- **CCDC Documents**  
[ccdc.org](http://ccdc.org)
- **International Construction Information Society (ICIS)** [www.icis.org](http://www.icis.org)
- **Architecture 2030**  
[www.architecture2030.org](http://www.architecture2030.org)
- **BuildingSMART Alliance** (Canada Chapter of BuildingSMART)  
<https://www.buildingsmart.org/community/chapter-directory/buildingsmart-canada/>
- **BuildingSMART International (formerly IAI)**  
<https://www.buildingsmart.org/>
- **Biomimicry Institute**  
[www.biomimicryinstitute.org](http://www.biomimicryinstitute.org)
- **Building Transformation (CanBIM)**  
<https://www.buildingtransformations.org/>
- **Construction Specifications Canada (CSC)** [www.csc-dcc.ca](http://www.csc-dcc.ca)
- **MasterFormat**  
<https://crmservice.csinet.org/widgets/masterformat/numbersandtitles.aspx>

## ASSOCIATION LIAISONS

Alberta Association of Architects (AAA)  
<http://www.aaa.ab.ca/>

Alberta Painting Contractors Association (APCA)  
[www.apca.ca](http://www.apca.ca)

Alberta Wall & Ceiling Association (AWCA)  
<http://awca.ca>

American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE)  
<http://www.ashrae.org/>

Association of Professional Engineers, Geologists, and Geophysicists of Alberta (APEGGA)  
<http://www.apegga.org/>

Association of Science and Engineering Technology Professionals of Alberta (ASET)  
<http://www.aset.ab.ca/>

Building Owners and Managers Association (BOMA)  
<http://www.bomaedmonton.org/>



Alberta Roofing Contractors Association (ARCA)  
<http://www.arcaonline.ca>  
[info@arcaonline.ca](mailto:info@arcaonline.ca)

Consulting Engineers of Alberta (CEA)  
<http://www.cea.ca/>

The Canadian Wood Council (CWC)  
<http://www.cwc.ca>

Edmonton Construction Association  
[www.edmca.com](http://www.edmca.com)

Portland Cement Association  
<https://www.cement.org/>

Terrazzo, Tile & Marble Association of Canada (TTMAC)  
<http://www.ttmac.com/>

Interior Designers of Alberta  
<https://www.idalberta.ca/>

## Bulletin Board

---

---

### Message from the Executive:





















We in the Executive are looking for creative-minded individuals who can take on a position and follow through with ideas...if this is YOU, send a message to [edmonton@csc-dcc.ca](mailto:edmonton@csc-dcc.ca) and we will be quick to get back to you!

### Open Positions Include:

Vice Chair  
Sustainability  
Contractor's Rep

You don't need to be a member of the Committee to come and participate in our monthly Chapter meetings but watch out if you do! You may find yourself holding a position...maybe even as Chapter Chair...

## The Executive

<b>Director</b>  Andrew Brassington, CTR Technical Area Sales Manager Owens Corning   Canada P: 780-222-6732 <a href="mailto:Andrew.Brassington@owenscorning.com">Andrew.Brassington@owenscorning.com</a>	<b>Chair</b>  Dylan Leclair, CTR IKO Commercial P: 587-335-9552 <a href="mailto:Dylan.leclair@iko.com">Dylan.leclair@iko.com</a>	<b>Vice-Chair</b>  Position Open	<b>Treasurer</b>  Catherine Osborne BR2 Architecture P: 780-423-6606 <a href="mailto:cosborne@br2architecture.com">cosborne@br2architecture.com</a>
<b>Secretary</b>  Jessica Prosser Project Manager Fullster Iron P: 587-340-7169 <a href="mailto:jprosser@fullsteriron.com">jprosser@fullsteriron.com</a>	<b>Officer Architectural</b>  Kevin Osborne, CET BR2 Architecture 10441 – 123 Street Edmonton, AB T5N 1N8 P: 780-717-1007 <a href="mailto:kosborne@br2architecture.com">kosborne@br2architecture.com</a>	<b>Officer Specifications &amp; Website Development</b>  David Watson FCSC, CET President NBS (Canada) (formerly Digicon) P: 780-758-4147 <a href="mailto:David.Watson@theNBS.com">David.Watson@theNBS.com</a>	<b>Officer Professional Development</b>  Kevin Osborne, CET BR2 Architecture 10411 – 123 Street Edmonton, AB T5N 1N8 P: 780-717-1007 <a href="mailto:kosborne@br2architecture.com">kosborne@br2architecture.com</a>
<b>Officer Engineer</b>  Jamie Murphy, RET, P.L. (Eng), CCCA, LEED AP, Principal Read Jones Christoffersen P: 587-745-0266 <a href="mailto:JMurphy@rjc.ca">JMurphy@rjc.ca</a>	<b>Officer Interior Design</b>  Corry Bent, DID, BA Design Bent Perspectives <a href="mailto:cbent@shaw.ca">cbent@shaw.ca</a>	<b>Officer Contractor</b>  Position Open	<b>Officer Manufacturing</b>  Mike Lafontaine Expocrete P: 780-962-4010 <a href="mailto:Mike.Lafontaine@oldcastle.com">Mike.Lafontaine@oldcastle.com</a>
<b>Officer Technical Program</b>  Cherrisse Zerbin Architectural Sales Timberstone Distribution P: 780-920-4910 <a href="mailto:Cherrisse.z@tsdstone.ca">Cherrisse.z@tsdstone.ca</a>	<b>Officer Membership</b>  David Lawrence Retired P: 780-901-7260 <a href="mailto:davidlawrence@interbaun.com">davidlawrence@interbaun.com</a>	<b>Officer at Large</b>  David Lawrence Retired P: 780-901-7260 <a href="mailto:davidlawrence@interbaun.com">davidlawrence@interbaun.com</a>	<b>Officer Sustainability</b>  Position Open
<b>Officer Marketing</b>  Jamie Murphy, RET, P.L. (Eng), CCCA, LEED AP, Principal Read Jones Christoffersen P: 587-745-0266 <a href="mailto:JMurphy@rjc.ca">JMurphy@rjc.ca</a>	<b>Officer Trade Contractor</b>  Kevin Kramers, CET, CTR, RRO ARCA – Technical Officer P: 587-232-0613 <a href="mailto:technical@arcaonline.ca">technical@arcaonline.ca</a>	<b>Officer – Owner's Rep</b>  Cam Munro, CTR Alberta Infrastructure P: 780-231-1739 <a href="mailto:Cam.munro@gov.ab.ca">Cam.munro@gov.ab.ca</a>	<b>Newsletter Editor</b>  Tracey Stawnichy, LEED AP, CCCA Contract Administrator ACI Architecture Inc. P: 780-994-3699 <a href="mailto:tstawnichy@aci-arch.com">tstawnichy@aci-arch.com</a>