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Presidents Report

Anthony DeChellis



The past year was another exciting year for our association!

As everyone is aware the collective agreement is up for renewal on May 1, 2019, and this has been the primary focus of our association.

MCA Hamilton Niagara has been working very hard at both the local and provincial levels to negotiate a workable agreement for our members. While negotiations at the local level with UA 67 were completed in a fair and timely manner, negotiations at the provincial level have been challenging. Two points remain outstanding at the time this report was published; requests from the Contractors to move provincially to a 40 hour work week along with 100% name hire.

In 2018, the amalgamation of the MCA Hamilton and the MCA Niagara Inc. into the new Mechanical Contractors Association Hamilton Niagara (MCAHN) was completed. With the amalgamation of UA Local 666 Niagara and Local 67 Hamilton having occurred a few years ago, our efforts in dealing with the UA have been streamlined and we have been able to achieve some efficiencies through the consolidation. Now that we have a full year under our belt, your Board of Directors feel very confident that the transition has been a successful one. As part of the process we preserved and retained an equal voice for each zone at the provincial table by ensuring the ongoing representation of two seats at the Board of Directors with MCA Ontario. This has been particularly important during the ongoing provincial bargaining. Our man-hours for 2018 held steady from 2017, with an overall modest increase. Our association remains financially healthy, and the amalgamation of the two zones has solidified our financial position.

Last year our members were challenged with managing the new legislation imposed by the Ontario Liberal Governments Bill 148. This year, parts of Bill 148 were repealed and replaced with Bill 66. Managing the new rules in a construction market is very difficult, and your representatives continue to work with MCAO to find the best path forward for our members.

Our various subcommittees have also been hard at work doing their best to ensure our members get the most out of their membership in the association. Our education programs continue to be strongly supported by our membership, and our association continues to seek out and offer new and relevant programs. The subsidies we offer our members provides good value and will continue to do so moving forward. Our student chapter continues to shine as the leader in Canadian Student Chapters. This past year our team placed an amazing second overall in the annual MCA America competition, and our student chapter Meet and Greet Industry Night for employers was a smashing success again as it was filled to 100% capacity.

Your Local MIAC and Promotion Committee have worked with Local 67 to secure funding from the provincial MIAC office and have successfully launched a public awareness campaign in Hamilton, St Catharines, and Niagara Falls with a series of well-designed bus wraps highlighting the fact based research that unionized contractors are 23% safer than their non-union counterpart.

Presidents Report

Your local JATC continues to work hard to ensure that our apprentices are well trained and ready to work. We continue to support Local 67 who have put together a world class program for training apprentices and getting them ready to meet the needs and demands of the workforce.

I would like to thank our Directors for their commitment and time dedicated to the various subcommittees, including; Associate members, Education, JATC, Labour Relations, Local MIAC, and Promotion Committees. The following reports will provide you with a glimpse into the significant activity and contributions made.

MCAHN Directors are not the only people that make this association work, there is considerable effort provided by numerous volunteers that include; our past Presidents and retired Board members, employees of many of our member firms, McMaster and Mohawk faculty, and of course, our associate members who all contribute to ensure we meet the mandates of our association and needs of our members.

It is an honour serving as the MCA Hamilton and Niagara President and I would like to acknowledge and thank everyone who helps to make MCAHN a valuable partner and resource to our members and industry peers, and specifically to our Association Manager, Wanda Heimbecker, for her tireless efforts, constant encouragement, and amazing energy.



Anthony DeChellis, President MCA Hamilton Niagara

MCA Ontario Report

Serge Robert, President / Jason Campbell / Pat Cimek

Jason Campbell, Pat Cimek MCAHN Representatives to the MCA Ontario Board of Directors

Recognizing that we continue to work in an ever changing marketplace that requires Member Firms to increasingly be “ahead of the game” when it comes to meeting Owner/Client demands and maintaining a competitive edge, throughout the past year, MCA Ontario continued its ongoing effort to be on top of (and act on) industry needs and concerns.

The “Performance Partnership Initiative” that was kicked off jointly with the UA in mid-2015 is nearing completion. This was identified as essential to our future market presence and competitiveness with the purpose of bringing about much needed “cultural change” within both Labour and Management Forces. Meetings throughout the province between the MCA Zone representatives and their respective UA representatives are completed and a final report is anticipated toward the latter half of 2019.

I felt it important to also provide a brief overview of other key matters addressed/focused on by the Association over the year: We worked with our Union partner to arrive at a negotiated settlement regarding the changes to personal emergency leave that were legislated by the Government through the Fair Workplaces, Better Jobs Act, 2017, known as Bill 148.

We remained key/lead participants in a major industry WSIB policy Alliance Body (known as the Construction Employers Council on Workers Compensation and Safety) – that is focused on ensuring sensible/fair WSIB policy and costs in Ontario. This Body continues to promote our interests on matters including Rate Framework Review, Chronic Mental Stress Policy, and Premium Rates.

MCAO continued its active involvement with “Prompt Payment Ontario” – and its broad industry effort to see the introduction of Prompt Payment Legislation. As all Members should know, Ontario passed legislation on December 5, 2017 to modernize construction laws to ensure Businesses and workers get paid on time. The MCAO continues to monitor this matter to ensure that the best interests of its Members are promoted.

Given the outcome of the Provincial election and the Progressive Conservatives winning a majority Government, the MCAO decided that it was prudent to hire a professional lobbyist to advocate for the best interests of its Members. Subjects including, but not limited to, TSSA processes and the replacement of the Ontario College of Trades are being reviewed and discussed between the relevant parties.

We were most fortunate to, once again, have outstanding support and participation in our Annual General Meeting/Conference – that, during 2018 included a visit to St. Lucia; and was attended by some 140 people.

MCA Ontario Report

Over the past year as your President, I would like to convey a most sincere thanks to the Board of Directors and Membership for the outstanding support provided to me; and wish all continued success and the best of health into the future!

For more information contact MCA Ontario www.mcao.org

Respectfully submitted,
Serge Robert, President

Construction House

Anthony DeChellis

Anthony DeChellis, Jason Campbell (Alternate), Wanda Heimbecker MCAHN Representatives

The Construction House located at 370 York Boulevard, Hamilton, Ontario was originally built by George S Wark in 1984. We continue to recognize our building's historic legacy of representing our areas unified construction industry through leasehold improvements to ensure the Construction House retains its market value.

MCAHN represents one of four equity partner owners, in partnership with the Hamilton Halton Construction Association, Electrical Construction Association of Hamilton, and the Hamilton Halton General Contractors Association. Collectively, each owner's association manager contributes to maintain daily operations, working with the board of directors to ensure long term planning to govern the facility operations, and the development of efficient policies.

In general, the monitoring of supplier service agreements in the areas of interior and exterior maintenance, landscape maintenance, roof cleaning, electrical, plumbing, seasonal HVAC servicing, snow removal, and cleaning services are managed with ease. In 2018, new interior signage acknowledged the MCAHN legal name change and G.S. Wark office location expansion.

Additional renovated storage space in the lower level is now fully functional. Future considerations under review include design upgrades for all board meeting rooms along with installing new technology systems to support improved communications for educational presentations and meetings. Discussions and investment planning will continue as estimates guide implementation and timelines. The ten-year Building Condition Assessment and Cost Replacement Strategy planning tool continues to establish timelines for leasehold directives.

Associate Member Committee

Michael Leone

Michael Leone (Chair), Lorraine Waller, Brad Saplywy, Wanda Heimbecker, Amanda Malaga MCAHN Representatives, Dennis Costello - Chair, Nikki Laskin - Immediate Past Chair, Mike O'Neill, Phil Mostert - Treasurer, Tim Caldwell - Secretary, Jason Godfrey, Claudia Mamros, David Bisson, Paul Prochowski, Jose Kocsis, Marcell Marshall, Gordon MacDonald, Tina Molinaro, David Bisson, Tanja Link, Bruce Glover, Ed Carney, Wayne Thompson

The MCAHN Associate Member Committee works tirelessly to increase your membership benefits while introducing new development opportunities. Since their inception in 2010, associate members have contributed \$114,618.53 in generous goodwill through in-kind education services and gifts to our not-for-profit organization.

Throughout 2018, an additional \$36,455.98 of value was contributed. Cost savings by way of education offerings included the 5-part lunch and learn webinar "Ducks In A Row IT Series" by iCinfo in partnership with the Construction Education Council and MCA Canada, along with a "Soil Management" Session presented by Aon Reed Stenhouse Inc. The off-site Annual General Meeting and Student Chapter draws also received significant donation contributions.

This industry supplier committee welcomes all members to their by-monthly meetings as they fulfill their Terms of Reference to *Support the Mechanical Contractors Association Hamilton Niagara *Offer support to enhance education, industry networking, promotions, partnerships, the sharing of technical knowledge, and resources *To promote and grow our Associate membership

Operating financially independent from MCAHN, each year an annual voluntary \$50 donor contribution is requested by each associate member from this committee. Funds are reinvested back into our not-for-profit association, as directed by this committee on the behalf of all associate

Associate Member Committee

members by way of sponsorship support to our Student Chapter, MCAHN ECAH Golf Tourney, Winter Wine Dine & Dance, hosting their Annual Pub Night along with the Annual General Meeting. In 2018 a Communication/Blog Subcommittee was formed to establish new avenues to share valuable information with members.

The MCAHN board of directors and staff recognizes their valuable goodwill and the benefit of achieving greater supplier awareness by sharing their business

resources, and expertise through the Member Plus Program. This program is designed to offer cost saving to save member companies money by offering free education training solutions, preferred rates, exclusive discounts or one time introductory offers to build new business relationships. Their cost-saving offers are also extended to UA Local 67 members. Cost savings await you if your company and employees use any of the services offered by Aon Reed Stenhouse Inc., Dan Lawrie Insurance Brokers, Fabco Plastics, First Ontario Credit Union, Federated Insurance, Graphix Works, iCinfo, InnVest/Choice Hotels -Corporate and Crew Accommodations, J.H. Young & Sons Ltd., Marking Services Canada Ltd., Sheraton Hamilton Hotel, and The Printing House Limited.

(Photo Front Row Left to Right):
 Marcell Marshall, Amanda Malaga,
 Dennis Costello, Lorraine Waller
(Back Row Left to Right):
 Wayne Thompson, Jason Godfrey,
 Tim Caldwell, Phil Mostert,
 Brad Saplywy, Mike O'Neill
(Absent): Michael Leone,
 Wanda Heimbecker, Nikki Laskin,
 Claudia Mamros, David Bisson,
 Paul Prochowski, Jose Kocsis,
 Gordon MacDonald, Tina Molinaro,
 David Bisson, Tanja Link, Bruce Glover,
 Ed Carney



Labour Management Health & Safety Committee

Kyle Getty

Kyle Getty (Chair), Wanda Heimbecker

The Board of Directors and management of the Infrastructure Health & Safety Association (IHSA) are committed to the elimination of all occupational illnesses and injuries in our workplace. Their mission is to develop sector-specific partnerships and support their implementation of prevention solutions that provide continuous improvement in health and safety performance. MCAHN is an active representative on the regional committee, a forum for local Trade Associations and Contractors. As part of Ontario's health and safety system, they are recognized by the Ministry of Labour, the Ministry of Transportation, the Ministry of Training, Colleges and Universities, and the Workplace Safety and Insurance Board as designated trainers and consultants. They incorporate a research-based educational methodology, from the needs assessment stage through to program development, regulated skills-based training, auditing, delivery, and evaluation. Safety solutions delivery to those who perform high-risk activities such as working at heights, working with energized high-voltage power systems, driving motor vehicles, transporting dangerous goods, suspended access equipment, and utility line clearing. MOL safety blitz initiatives i.e. slips, trips and falls keeps industry personnel top of mind. This comprehensive evaluation framework, which measures program and performance outcomes, is a critical element in high-risk activity education.

The Annual IHSA Report, Safety Bulletins and helpful industry resources can be located at www.ihsa.ca

Joint Apprenticeship & Training Committee

Lorraine Waller

Lorraine Waller (Co-Chair), Pat Cimek, Greg Crawford, Wanda Heimbecker

As a result of 2018, UA elections, the committee welcomed the new Training Co-Ordinator, Dale McGavin to the JATC committee as well as Ken Luxon-UA Business Agent. Ongoing UA JATC committee members are Nathan Bergstrand-UA Business Manager, Geoff Roman-UA Business Agent and Don Krieg-UA Business Agent.

2018 / 2019 monthly JATC meetings were inclusive of a continued focus towards policy and procedure development to assist with apprentices being fully informed of their roles and responsibilities as apprentices and the governance of the JATC committee overseeing them. The committee with the engagement of the new committee members completed the JATC policy book in April, 2019. This policy book will be presented to the apprentices within a mandatory apprentice meeting scheduled for late April, 2019.

A follow-up mandatory apprentice meeting with planning underway is targeted for May, 2019. The JATC is working towards facilitating a special guest speaker for this meeting, Nic Bittle, founder of Work Force Pro, who will engage the apprentices with a focus on three key presentation modules that reinforce a commitment to continuous self-improvement. **www.NicBittle.com**

The committee is endeavoring to also incorporate unity branding with apprentices tying in the MCAHN 23% Safer campaign.

Joint Apprenticeship & Training Committee

This meeting will also be open to our member contractor representatives, as it represents the UA solid support towards the betterment of our apprentices and contracting membership.

The JATC also holds responsibility and accountability for the Work Readiness Training (WRT) funding and has now implemented a form of governance for the MCAHN contract membership to enable contractors to apply for Safety Course Approval and Funding, if contractors are seeking to utilize other sources of Work Readiness Training. This application for funding would only be required if the UA did not have a course in place to meet the contractors needs for WR training timeliness.

Your JATC committee is very pleased to announce the success of a grant application through UTIP (Union Training & Innovation Program) to purchase a 45-foot Articulating Boom lift that will be utilized for Elevated Work Platform training as well as other training needs, such as Rigging training. The acquisition of this equipment will alleviate the need for renting third party equipment to facilitate the various training requirements and over the short term will provide convenience benefits and cost benefits over the long term. Fifty percent of the funding for the Articulating Boom lift will be provided through UTIP, with twenty-five percent coming through UA Canada and the remaining twenty-five percent funded by the JATC.

Since our last report, the JATC committee has continued to conduct final selection interviews for potential apprenticeship candidates throughout 2018 / 2019. Much of the heaving lifting towards apprentice candidate selection is completed ahead of the final interviews through a stepped process - UA application process - UA Training Co-Ordinator screening - implementation of new software for applicant screening – apprentice interview. With all the above steps and procedures now in place the committee feels confident with their new apprentice selection candidates and consistently challenges themselves internally with a drive towards improved selection criteria. We wish all new and current apprentices the very best as they work towards their career goals.

As noted in previous years, your JATC encourages all contractor members to submit apprentice employer evaluation performance forms throughout the year. This tool is used regularly by the JATC to assess apprentice performance, as well as areas for skill improvement / training and your important feedback is valuable to maintain The Standard of Excellence Model, while adhering to industry standards.

A special thank you goes out to Pat Cimek and Greg Crawford for their active participation on this committee, as well as Wanda for her help with the monthly meeting and agenda preparation. The following represents a glimpse of some UA67 apprentice accomplishments since our last report:

2018 Course Name	Regularity
EWP	39
FORKLIFT	25
WAH	9
WAHR	18
Backflow	1
Backflow Recert	1
Welding Level 1	1
OSSA	2
Heritage	5
Blueprint	1
Basic Plumbing	2
Steward NAUSC	1
Weld Red Seal Prep	2
Intermediate Steam	1
Propane in Construction	2
Advanced Plumbing	1
First Aid	2
Lead Abatement	1
Valve Restoration	1
National Practical Assessment	1
Confined Space	1
Basic Safety Part 1	1

January 2018 to December 2018 – 19 apprentices were recipients of the \$400 award that is given to apprentices who achieve a 90% or greater mark in trade school.

Ontario Skills Competition 2018 – saw a Steamfitter apprentice receive a Bronze medal during the same competition. There were other UA 67 apprentices also participating in this event, namely Steam fitting, Plumbing and Welding.

In 2018, 23 apprentices sponsored by the JATC, successfully completed their apprenticeship and became certified Red Seal journeymen. Congratulations to all the above apprentices, may your achievements continue to grow!

As noted above, your local JATC is responsible for all apprentice and journeyman training that is funded through the WRTF (work ready training fund), the following represents an overview of training provided in the past year, as the JATC continues to monitor the funds training outcomes and financials:

The following breakdown represents an overview of the UA 67, 2018 apprentices by discipline:

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	22	7	10
2nd	28	10	10
3rd	26	14	16
4th	27	10	N/A
5th	54	23	N/A
TOTAL 257	157	64	36

Report of the Nominating Committee

Jason Campbell

In accordance with Article 6(f) of the Constitution, the Nominating Committee has met and presents the following slate of member company representatives to be elected to the Board of Directors for the Year 2019-2020.

All have signified their acceptance of nomination.

Name	Member Firm	Zone
Anthony DeChellis	E.S. Fox Ltd.	Hamilton
Jason Campbell	Aecon Industrial	Hamilton
Pat Cimek	E.S. Fox Ltd.	Niagara*
Greg Crawford	CIMS Limited Partnership	Hamilton
Jim DiNovo	BML Multitrades Group Ltd.	Hamilton
Kyle Getty	Plan Group	Hamilton
Mike Leone	Procon Constructors Inc.	Niagara
Lorraine Waller	Matrix North American Construction Ltd.	Hamilton
Scott Wright	Gordon Wright Mechanical Ltd.	Niagara

The board consists of eight (8) Members and the Immediate Past President.

In accordance with Article 6(f) of the Constitution, any five (5) members may make additional nomination by sending them to the Secretary, on or before the tenth (10th) day prior to the Annual Meeting and such nominations shall be placed before the Annual Meeting. No nominations shall be placed from the floor of the Meeting.

Constitution Consolidation Update September 27th 2017 - The Association board for the Years 2017 – spring 2020, known as the “Transition Period” shall forthwith consider and prepare a slate of eight (8) members, comprised of 6 members of MCA Hamilton, 2 members of MCA Niagara and a Ninth (9) member to be a non-voting Transition Director to be elected to the Board of Directors for a one (1) year term, together with the Immediate Past.*

No other nominations were received.

MCA Canada Report

Jack Bavis, President / Jason Campbell

Jason Campbell (Chair), Pat Cimek (Alternate) MCAHN Representatives to the MCA Canada Board of Directors



Progress and Positive Change Anticipated for MCAC in 2019

It is a very exciting time to be a part of the Mechanical Contractors Association of Canada (MCAC), as we head into our first full year of new leadership at the Association under our new CEO, and several important initiatives well underway. First, as President of the Association, it is important that I thank our members from across Canada for their continued support of the association, and encourage ongoing dialogue on how we can best serve our members. I am looking forward to travelling across this great country to meet with as many members as I can in the coming year to talk about your needs as MCAC members. Across Canada, our industry is being faced with both external and internal pressures to adapt and to evolve in order to better meet the needs of our customers. As an industry, it is paramount that we remain agile and able to respond to these changing needs, while ensuring the long-term health and sustainability of our sector.

Prompt Payment at the Forefront of Advocacy Efforts

As Canadians all know, 2019 will mark a new federal election, and we hope to continue to make inroads on important advocacy issues, regardless of the election outcome. The MCAC has, during the past several years, focused heavily on advocating for Prompt Payment legislation at the federal level. Together with our partners at the National Trade Contractors Coalition of Canada (NTCCC), MCAC has communicated continuously with government stakeholders about the importance of fair and equitable payment provisions, and we are pleased to see positive progress on this file. In fact, the work of MCAC and our partners saw the passing of Bill S-224 (the Prompt Payment Act) last year, and the inclusion of Prompt Payment in the Fall 2018 Economic Update from the Minister of Finance. We were also encouraged to see prompt payment included as legislative measures announced in the 2019 federal budget.

MCAC Remains Committed to Supporting our Members

While Prompt Payment has stayed as a key federal issue for the Association, other priorities have included the establishment of an MCAC Insurance Captive. We are looking forward to several key milestones in the coming year regarding the Captive. As well, in talking to many of our members, the issue of quality of design documents remains an important issue. We should continue to work with all industry stakeholders on how we can improve construction documentation so all participants in a construction project are aware of what is required of them. Our members are also being faced with the challenge of new technologies and practices emerging in the marketplace. As a national association, it is essential that we provide the education and the resources for our members to understand how these changes are impacting their business and how they can continue to succeed in our industry.

MCAC Taking the Lead on Industry Programs

In addition to the ongoing work of the association previously outlined, MCAC is continuing to evolve its industry programs to align with a changing industry. As an example, MCAC announced the launch of its Women in Mechanical Construction Initiative (WiMC) this past February, which will promote inclusiveness in the mechanical contracting industry, while inviting women to share experiences, explore new opportunities, and learn new skills to assist in career advancement. The MCAC Board of Directors voted unanimously in favour of establishing the WiMC in 2018. Since that time, the WiMC initiative has established a mission and strategic goals, installed a steering committee, and put plans in place to broaden the network of women working in mechanical construction.

MCAC is Committed to our Members

At MCAC, we recognize how important it is that we support our members from across the country in their business. One of the ways that we can do this is through our provincial and zone MCA partners across Canada. We need to make sure our members feel engaged by their associations, whether at the provincial level, or the national level, and I hope that we can continue to grow our membership and our engagement from coast-to-coast.

With that, as the national and unified voice of the mechanical contracting industry in Canada, the Mechanical Contractors Association of Canada (MCAC) and our provincial and zone partners across the country are dedicated to ensuring a vibrant and healthy mechanical contracting sector. Our members represent a significant part of the Canadian construction industry and the Canadian economy, and the Association only succeeds when we all succeed.

Respectfully submitted,
Jack Bavis, MCAC President

Education Committee

Anthony DeChellis

Anthony DeChellis (Chair), Rocco Di Giovanni, Simone D'Angelo, Kyle Heywood, Jane Gowing, Scott Wright, Wanda Heimbecker



We are committed to building leadership through youth investment. Since our program's inception in 1995, \$465,000.00 to date has been awarded to student recipients through our Annual Scholarship Awards now in its 24th year. This education investment geared to support young professionals continues to generate substantial interest. MCAHN members fund twenty \$1,000.00 scholarships to exceptional students, who are children of salaried employees of our contractor employer member companies within our southern Ontario unionized construction network, proudly serving Hamilton, Niagara, Halton, Brant, Haldimand and Norfolk Counties.

Student scholarship recipients are ambitious in nature as they are entering or currently enrolled in universities or colleges across the world. The selection criteria includes; applicants who maintained an exceptional grade average, established an outstanding commitment to their community

through leadership and volunteerism, and demonstrated interest in the mechanical contracting industry or their chosen field of study. The MCA Hamilton Niagara McMaster Student Chapter \$1,000 Scholarship managed by Dr. Stephen Veldhuis, Associate Professor and Director McMaster Manufacturing Research Institute, of the Department of Mechanical Engineering is also awarded. In 2018, a tie introduced two lucky recipients.

Education Committee Chairman/Mechanical Contractors Association Hamilton Niagara President, Anthony DeChellis shares, *"The selection process is governed by the Scholarship Selection Committee. A discreet judging criteria is established, where all applications are numbered. No personal or company names are revealed to the selection panel. Each panelist independently submits their selections, without knowing the choices made by other committee members. I can personally tell you, it's a difficult process to select only twenty."* This year's Scholarship Selection Committee involved Past Presidents, MCAHN Board of Directors and member volunteers; representatives stepping up to the task were Honourary Life Member Ron Marcotte, Past President Bill Patterson, Education Committee Chairman/Mechanical Contractors Association Hamilton Niagara President Anthony DeChellis, Contractor / Education Committee Members Jane Gowing, and Kyle Heywood.

Lorraine Waller, Past President and a Director with the Mechanical Contractors Association Hamilton Niagara presented the awards and offered words of encouragement. Thomas A. Edison once said *"I have not failed. I've just found 10,000 ways that won't work."* As gratitude is expressed by recipients through emails and cards received by the MCA Hamilton Niagara office, DeChellis reinforces, *"We're truly proud of our long-term investment and recognize the value this program serves for every family paying student tuition fees, books costs and living expenses."* Congratulations to this year's recipients!

Employer subsidies, offer substantial employer cost savings each year, as a \$20,000 investment was budgeted in 2018 to reimburse our contractor member training. Our MCA Canada affiliate, the Construction Education Council's Project Management (PM) Programs and new Advanced PM course were targeted for cost relief, offering a 100% fulfillment when issuing subsidies to all eligible firms. This committee is dedicated to addressing our member's education and training needs. We continue to invite members to contact us with your ideas, which translate into innovative programs.

In 2018 the MCA Canada, Women in Mechanical Construction (WiMC) invited both committee member Jane Gowing and manager Wanda Heimbecker to assist in the development of this national forum. The WiMC provides a unique opportunity for our industry to attract, support and promote women in leadership roles. Ultimately, these individuals would then become role models for future generations of women. Visit the MCAC website www.mcac.ca to join as registration is free to all MCAHN members. Our Annual Mohawk College, Bay Area Science and Engineering Fair Award remains popular as we attract young engineering minds, and the judging talents of our well respected past presidents to inspire our future generation.

Throughout the year, value is added through collaboration offerings with our affiliated construction associations and certified suppliers; The Electrical Construction Association Hamilton, Hamilton Halton Construction Association, HAND Association of Sewer Watermain and Road Contractors Operating as the Hamilton & District Heavy Construction Association, Mechanical Contractors Association Kitchener-Waterloo, Mechanical Contractors Association Toronto, United Association of Journeymen and Apprentices of Plumbing and Pipe Fitting Industry of the United States and Canada - Local 67, municipalities, education industry associations, along with our internal network consisting of the Mechanical Contractors Association Ontario, Mechanical Contractors Association Canada, Construction Education Council. Innovation, and knowledge sharing reinforces our "learning for life" philosophy.

Promotion Committee

Greg Crawford

Greg Crawford, (Chair), Michael Leone, Dominic Fazio, Jim DiNovo, Kyle Getty, Wanda Heimbecker



MCAHN Board of Directors

(Photo Front Row Left to Right): Greg Crawford - CIMS Limited Partnership/ Vice President, Anthony DeChellis - E.S. Fox Ltd./President, Scott Wright - Gordon Wright Mechanical Ltd./Treasurer (Back Row Left to Right): Lorraine Waller - Matrix North American Construction Ltd./ Director, Michael Leone - Procon Constructors Inc./Director, Jason Campbell - Aecon Industrial/Immediate Past President, Kyle Getty - Plan Group/Director, Jim DiNovo - BML Multi Trades Group Ltd./ Director, Pat Cimek - E.S. Fox Ltd./Transitional Director.

The Promotion Committee mandate addresses our diverse organizational activities. Every MCAHN committee fosters active encouragement to build stronger relationships with industry partners, organizational leadership and the communities we serve through communications, engagement, involvement, and social interaction. Internal and external tactics by way of press releases, newsletters, the annual report, support of economic development initiatives, member programming, member events, recognitions, charitable giving, strengthening industry alliances and industry collaborations all establish value or member participation opportunities.

Within our global network, we fuse relationships with leadership, media, and industry colleagues. Productive industry partnerships, cross-committee initiatives with our JATC, UA Local 67, Local MIAC, and volunteer municipal national advisory board appointments channel our connectivity. Many directives reinforce business practices, industry priorities; identify aligning opportunities with MCA Ontario, MCA Canada, MCA America, Ontario Construction Secretariat, ECAH, HHCA, HAND along with our affiliate zone offices.



Annual promotional events become the conduit to unite busy professionals within our vast network. The 2018 offsite Annual General Meeting hosted at Windermere House overlooking Lake Rosseau in Muskoka, witnessed, “Superheroes” bonding for our President’s Costume Gala and teambuilding couple’s weekend retreat. Our Winter Wine Dine & Dance event offering a pre-Christmas party flavor, moved to the boutique accommodations at the White Oaks Conference Resort and Spa. In partnership with the Electrical Construction Association of Hamilton, MCAHN raised \$4,899.06 for our “charity of choice” the Hamilton Health Sciences Foundation at our Annual Charity Golf Tourney where members swing on the greens in support of a worthy cause each year. Since 1990, our MCAHN employer members have contributed annual funds to various Hamilton Health Sciences Foundation campaigns, which include McMaster Children’s Hospital, St.

Peter’s Hospital, and the Juravinski Hospital and Cancer Centre. Past collaborations with United Association Ontario Provincial Pipe Trades Council, UA Local 67 with generous support from MCAHN’s provincial office, the Mechanical Contractors Association Ontario, along with recent 2018 year-end donations revealed \$295,145.45 in contributions to date on behalf of our local construction members.

Finally, the bottom line. When a construction industry consolidation works, the consequences can be lifesaving! When the Mechanical Contractors Association of Hamilton and Mechanical Contractors Niagara Inc. joined forces, a new dialogue took shape. A new directive raised the bar even higher, by introducing the new ‘23% Safer’ Construction Conversation in 2018 and the Worker Readiness Training Fund (WRT). The WRT safety initiative provides an additional resource for employers, trades personnel and apprentices to ensure relevant training certifications essential to maintain workplace safety are completed in a timely manner. Managed by the Joint Apprenticeship and Training Committee, construction employers in partnership with industry partner United Association Of Journeymen & Apprentices Plumbing & Pipe Fitting Industry/Local 67, this collaboration is addressing the fast paced, changing safety certifications and working environments. UA Local 67 are without question producing the best-trained, highly skilled and hardest working building tradespeople in our industry by maintaining the UA Standard of Excellence. In addition, we started our new 23% Safer conversation <http://www.23safer.ca/> Phase one launched our multi-regional bus wraps, jobsite banners, and website to communicate the impact of the unionized sector’s reputable high training standards and years of significant employer fund contributions to safety. The 2 year research study based on WSIB claims data from 40,000 construction firms, employing 1.5 million full time employees disclosed the reciprocal benefits of the unionized contractors investment, representing a 23% Safer effect, saving lives and preventing injuries. <http://unionizedconstructionworks.com/safety/>

McMaster University Committee

Kyle Getty

Kyle Getty (Chair), Jason Campbell, Mark Blasco, Brad Saplywy, Mike DiLallo, Wanda Heimbecker



The Future of Construction is in great hands! This year the Student Chapter Club from McMaster University represented MCAHN and Canada in the international competition at the MCAA in Phoenix. The team was comprised of a mix of six Civil and Mechanical Engineering students, who were tasked with submitting a bid package for mechanical work to be completed on the Indiana State University

football stadium in terms of a large addition, including developing a design/build scope and price for the food services portion of the facility. The program has continuing support from Dr. Stephen Veldhuis as the facility advisor. His guidance and support, in combination with the help of many associate/contractors members of the MCAHN resulted in a top four ranking. The team then had to create a presentation in the form of a bid proposal to present to five industry experts to determine their final score and ultimate standing. The team from McMaster was awarded a **second place finish**, out of 59 schools. **Congratulations!**



From left to right: Marisa Caluori, Keara Guay, Carmen Bracho, Eva Bracho, Philip Reinders, David DeVisser

During the 11th Annual "Meet & Greet" Industry Night, employers interacted with McMaster Mechanical and Civil Engineering students. It was a full house and lots of great connections were made that evening. If you are looking for exceptional talent to bring into your organization, this event provides a relaxed environment to seek engagement from a broad range of students and skill sets. Whether you are looking for interns or to fill a full time position you will find your future leaders at this event. Thank you to all of our 2018-19 Donors! It is with appreciation, we recognize our member companies and clients who open their facilities to the students providing them with real world experiences that cannot be generated in the classroom alone. The McMaster Student Chapter success is a result of your engagement along with the dedicated leadership of faculty advisors such as Dr. Stephan Veldhuis in partnership with Dr. Saeideh Razavi, Chair of Heavy Construction – McMaster University.



MCA Toronto hosted the 6th Annual MCA Student Chapter Summit in January organized by MCAC/CEC. Between networking, a site tour of an active construction site at McKenzie-Vaughan Hospital (Thanks to Modern Niagara for hosting the tour) and working sessions, the group was able to squeeze in some fun! MCAHN was proud to return as a renewed sponsor, as partnerships with MCA Ontario, MCA Manitoba, and MCA Toronto are revealing new chapter development across Canada.

The previous MCAHN endowment funding contribution in support of the McMaster University Heavy Construction Chair establishes a management advisory board seat, bringing together industry and academia. Dr. Razavi has been on a Research Leave from July 1, 2017 – June 30, 2018. During this time, she will not be teaching or will not be involved in administrative

duties and her focus will be on research. She traveled to collaborate with the University of Cambridge and University of Liverpool on research, spending time at each university. A development overview of the current year initiatives was provided to the board of directors. Their annual Heavy Construction Student Chapter (HCSC) Industry Night provides students with leadership industry experience through guest speakers and site tours which assist students to determine their own career paths.

Young Emerging Professionals Committee "YEP"

Kyle Getty

Kyle Getty (Chair), Michael Leone, Wanda Heimbecker

MCAHN is proud to start a new initiative this year. With support from MCAC, we will be starting a new Young Emerging Professional (YEP) committee where the focus will be on networking, mentoring and building on a strong foundation of knowledge with the next generation of leaders in the industry. If you don't consider yourself to be a Young Emerging Professional anymore – don't worry! We will be looking for seasoned mentors as well. MCAHN will be reaching out to the members with more information in the upcoming months.

HHCA/Labour Relations Committees

Jim DiNovo

Jim DiNovo (Chair), MCA Hamilton Niagara Representative to the HHCA Board of Directors/ (Chair), HHCA Labour Relations Committee

2018 was an important year for the Hamilton Halton Construction Association, the local industry and the provincial construction landscape. On June 7, 2018, the Ontario Progressive Conservatives under Rob Ford won a majority government, with 76 of the 124 seats in the Legislature. Construction has been impacted by many government decisions since including the impending "wind down" of the College of Trades, the cancellation of the \$100 million school repair fund, and most recently the passage of Bill 66 which made changes to both the Employment Standards Act and the Labour Relations Act (expanding the definition of "non-construction employers"). Incumbent Fred Eisenberger was elected for a second

HHCA/Labour Relations Committee

Jim DiNovo (Chair), MCA Hamilton Niagara Representative to the HHCA Board of Directors/ (Chair), HHCA Labour Relations Committee

term as Hamilton's Mayor, defeating LRT opponent Vito Sgro; the City again exceeded \$1 billion dollars in building permits and launched an online building permit application process that applies to both residential and ICI construction projects. And the HHCA elected our first female President in our 98-year history. We also bid farewell to two long serving staff members as we work towards right sizing our organization in terms of both headcount and skill set. We upgraded our technology to increase flexibility and continue to seek out opportunities to innovate and improve in order to better serve our member companies. The HHCA Legacy Build was again a large area of focus and 2018 included two very successful fundraising events; the Designer Bag Bingo and FRAYED Fashion Show in partnership with the Ancaster Rotary Club AM. Our Beer for a Year raffle was a sell out for the second year in a row and we drew the lucky winner at our Annual Christmas Luncheon and Silent Auction. At that event we were also pleased to learn the street address of the home we plan to build in 2020 – 134 Catherine Street in downtown Hamilton and announce our grand finale fundraising event – a Casino Night on October 4, 2019 at the Grand Olympia in Stoney Creek.

Health and safety was also central to HHCA activities in 2018 as we introduced optional working sessions to the Regional Construction Safety Group program to provide additional support and feedback to members. We've been actively engaged in the WSIB's consultation with Safety Group Sponsors as they look to streamline their many health and safety offerings into a single, comprehensive program to coincide with the introduction of the new Rate Framework in 2020. We participated in Safety Week for the first time in 2018 with our Young Leaders Group leading the way. Our activities included a safety specific YLG talks, participation in the Steps for Life Fundraising walk and our first ever Mock Inquest. We joined the League of Champions and participated in events at local schools educating students about safe work.

The Labour Relations Committee members consist of representatives from MCAHN, BHN Sheet Metal Contractors Association, HHCA, ECA Hamilton, Roofing Contractors Association and the Hamilton & District Heavy Construction Association. Goals and objectives are to provide relevant information to HHCA members pertaining to labour relations, continue to serve as a resource for the Board on labour relations issues and be a source of labour resolve while promoting stable labour relations.

Association Manager's Report

Wanda Heimbecker



It's a privilege to sit at this table. From across Canada, my collective of peers recently met at our national summit in Ottawa introducing the most significant returns and possibilities for future Canadians working in the construction industry. On behalf of MCAC & CIPH, we were lobbying three items on Parliament Hill:

*Parliamentarians committed to supporting and advancing the prompt payment legislation before the 2019 election.

*Federal government to prioritize the timely adoption of the National Model Codes by 2020 and to push governments across Canada to harmonize regulations on National Building Codes

*Federal government to invest \$10 million per year over 5 years in marketing and promoting skilled trades professions to the public at large, with \$2 million earmarked toward promoting

skilled trades training to women, indigenous, newcomers and other marginalized communities.

MCAHN directors and myself, now hold an increased 23 appointments on local, municipal, provincial and national industry committees to reinforce the MCAHN operational mandate on behalf of our members. The expansive framework of professionals and organizations within our network reinforce our ability to realize results.

In 2018, my new leadership capacities recognize my Vice Chair role on an economic development advisory board member to council, and MCA Canada, Women in Mechanical Construction (WiMC) forum establishing a new mentorship, education, and network directive for women in construction. Long-standing appointments continue as a liaison to MCAHN committees, including several community shareholders, municipal and provincial boards addressing fair wage, equitable hiring, indigenous trades and not-for-profit management. Establishing Young Emerging Professionals "YEP" will generate untapped talents and resources, "I can't wait for this to unfold." Our Associate Member Committee is thriving with new ideas to further engage new conversations and add value to an already solid structure. Did you hear the news? Our Student Chapter team placed 2nd at the MCA America Competition! To witness this extraordinary achievement over the past year emphasizes three things: Best, Brightest, Future. Phase one of our 23% Safer conversation, strengthened our collaborations with UA Local 67, Ontario Construction Secretariat and their Chief Executive Officer, Robert Bronk as our spokesperson. Robert leads a trusted organization that has written and funded several important studies including the impact of the underground economy on the construction industry (2010) and how unionized construction is 23% safer than non-unionized construction (2016). This report in particular has received widespread exposure and is often referenced throughout Canada and the U.S.

2018 Observations? Solid core contractor membership, noting a 4% associate member increase in 2018, as retention remains consistent within active membership. Steady manhour contributions, with new reports established to measure each zone's contributions and forecast shifts. Increased member engagement, event sponsorship and in-kind contributions revealed an impressive \$114,618.53 total to date in generous goodwill through in-kind education services and gifts to our not-for-profit organization.

For those of you who volunteer with purpose, your philanthropic intentions are changing lives, public policy while preserving integrity within our industry. I would particularly like to single out the leadership of our board of directors, past presidents, committee volunteers, along with Amanda Malaga and Debi Dion as I thank you for being a part of something bigger!

Hamilton Past Presidents

1966	Doug Townsend*	1992, 1999 - 2000	David E. Crawford
1967, 1981 - 1983	R. (Don) Stewart	1993	Michael J. Holm*
1968, 1978 - 1980	J. J. (Jack) Elliott	1994	William J. Corp
1969	Larry MacDonald*	1995 - 1996	George E. Furness
1970 - 1971	George Megarry	1997 - 1998	William Patterson
1972	Kenneth Niepage	2001 - 2003	Dominic Fazio
1973	Ronald North*	2004 - 2005	Douglas A. Cormier
1974 - 1977	Fred Armitage	2006 - 2007	Jim Allison
1984 - 1985	Doug Jago	2008 - 2010	Paul Shewfelt
1986 - 1987	Ronald N. Marcotte	2011 - 2013	Lorraine Waller
1988	Harley D. Allison*	2014 - 2016	Jason Campbell
1989	Ronald N. Peach	2017 - 2019	Anthony DeChellis
1990 - 1991	Roger D. McNutt		

Niagara Past Presidents

1968 - 1970	Alan Lever
1970 - 1973	Wm. C. McKay
1973 - 1990	Ross Sawle
1990 - 1994	D.F. Carr
1994 - 2003	Bruce Mason
2003 - 2015	Rico Leone
2015 - 2018	Pat Cimek

* Deceased

Mission Statement

“To co-ordinate and develop policies and programs which are local in nature, of common interest to the members of MCAHN and which will enhance the productivity and profitability of mechanical contractors”