

2015

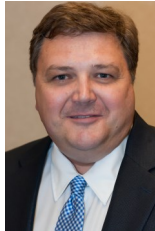
ANNUAL REPORT

Mechanical Contractors Association Hamilton

Presidents Report
Jason Campbell

Presidents Report

Jason Campbell



As a busy, celebratory 50th anniversary year draws to a close, it has been one of change. Whether it be new Political leaders or the sudden and extensive drop in Oil pricing or an unanticipated change in our local labour partner's leadership, it seems that anything that had become the ordinary or normal is no longer. Who would think that we would have green, warm winters and snowy cold springs? Much of the same can be said for MCAH as after a few years of seeing our man hours increase to what we consider to be on par with our historical averages, we suffered a sudden and large decline.

We spent the year honoring our heritage and the members of MCAH who have given this association the character and culture it has today after 50 years. As a board, we have again been blessed to share some time with some of the brightest future leaders of our industry as our Student Chapter has again made Hamilton and all of Canada proud by managing a top 5 finish in the MCAA competition this year. This cannot be lost in the light of last year's first place finish as this is the second highest finish achieved by McMaster and a truly remarkable accomplishment. Congratulations team!

MCA Ontario
Don Capotosto, Chairman
George Furness, Director

Construction House Report
Jason Campbell, Director

MCA Canada
Del Pawliuk, Chairman
George Furness, Director

J.A.T.C.
Joint Apprenticeship & Training
Lorraine Waller, Co-Chair

Nominating Committee
Lorraine Waller, Past President
Jason Campbell, President
Anthony DeChellis

Labour Management Health & Safety Committee
Douglas Cormier, Director

Associate Member Committee
Henry Hildebrandt, Director

Education Committee
Paul Shewfelt, Chairman

Promotion Committee
Aron Shea, Chairman

McMaster University Committee
Lorraine Waller, Chair

Hamilton Halton Construction Association
Paul Shewfelt, Director

Labour Relations Committee
Anthony DeChellis, Director

Association Manager's Report
Wanda Heimbecker

Past President's & Mandate

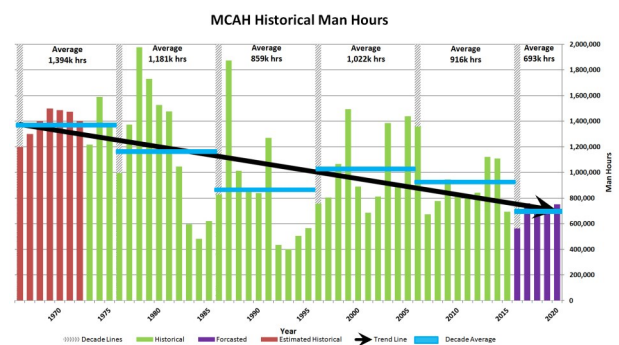
Again this year and In keeping with tradition, Education and member service benefits remained our core focus. Our MCAH scholarship program again presented financial assistance to twenty deserving student recipients from our membership companies. As you are all aware, this has been a negotiation year with contacts ratified this past week. This too took on a different look than the last several negotiations of provincial bargaining as the Provincial MTBC pushed down to the local zone levels in an effort to achieve the best workable agreements for their respective members. I am pleased to share that this has worked well and congratulate the MCAH MTBC lead by George Furness for their efforts in this accomplishment. With new working at heights legislation and the associated, newly required training that is needed going forward, along with reality of an ongoing declining market, and local 67's territory that now spans two MCA zones, this was a difficult task to say the least. Extensive communication between; MCAO, OPTC, MCAH, MCAN and Local 67 was required to accomplish this. Again thank you all for attaining a workable agreement that sets the stage for our next few years. I would also like to thank our directors for their commitment and time dedicated to the; Associate members, Education, JATC, Labour Relations, Local MIAC, and Promotion committees. As you will read in the following pages, there has been significant activity and contribution made by all. In addition to the contribution made by MCAH directors, there is countless hours and 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 in this ever changing climate. Again this year, I feel it is very important to identify the ongoing efforts being made between the MCAH and UA Local 67 as we continue to align ourselves in our common goal of market share improvements and focusing on common promotional efforts. This is absolutely essential for our future success and to avoid any further market share erosion.

As we look back on 50 years, it is difficult to be enthusiastic about our market share and man hour trend as illustrated in the below graph. As MCAH is coming off the heels of three consecutive years of increases in man hours, 2015 saw a significant and troubling reversal. At 693,037 hours, we achieved only 63% of 2014 hours, 76% of the previous ten (10) year average, and 65% of our fifty (50) year average. In MCAH's history, only 9 years yielded lower man hours. I offer my findings as concerning as not often do we have a single year drop of this great a magnitude. Historically, when man hours have dropped like this, they do so for multiyear spans such as 1983-1985 and 1992-1995. I appreciate that the state of our economy is not in alignment to that of these previous periods given the recessions faced at that time, however I remain concerned that current government driven infrastructure spending will yield little increases for the Mechanical trades. Based on my understanding of both the Federal and provincial Governments latest budgets, the most likely opportunities for our members in the coming years include;

- Transit system installations
- WTP & WWTP upgrades
- Social infrastructure upgrades – Recreation facilities, affordable housing, and child care facilities
- Post-secondary Institutions – Infrastructure & "Greening" initiatives
- Innovation and new technology – R & D and Manufacturing

As the competitive challenges seem to be increasing, our members must consider to; embrace change and technology, collaborate with industry peers and labour partners, and employ bright young minds while the industry continues to push for and negotiate workable collective agreements, that will lead to market share increase & competitiveness.

In closing, I again would like to acknowledge and thank not only our dedicated board members, committee volunteers, associate members, and past presidents for your contributions and the guidance you have provided to both the association and myself, but specifically, Wanda Heimbecker. As our manager and first class party planner, she continues to support and guide this association and its members in an exemplary fashion. To all of our members, supporters, and industry peers, please make your best effort to have a safe, healthy, and prosperous year ahead.



Jason Campbell, President MCA Hamilton

MCA Ontario Report

Don Capotosto, Chairman / George Furness

George Furness, J. Campbell (Alternate) MCA Hamilton Representative to the MCA Ontario Board of Directors



Recognizing that we continue to work in an ever changing market place 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) key industry needs and concerns.

Worth highlighting for its uniqueness and promise, is the “Performance Partnership Initiative” that we kicked off, jointly with the UA, midway through 2015 - targeted at bringing about much needed “cultural change” within both Labour and Management Forces; something identified as an essential to our future market presence and competitiveness.

Also well worth noting, is the outstanding performance of MCA Hamilton’s Student Chapter in MCA America’s 2015 International Student Chapter Competition. Squaring off with close to forty fellow Chapters across North America, Hamilton’s own came in with top honours - winning the event; and making us all extremely proud!!



2015 was also a year of major change in our support staff, with the June departure of our former Director of Membership Services and hiring, in the fall, of Brandon Pageau - our new Assistant Executive Vice-President. Realizing the importance of ensuring that all of MCAO’s ongoing Services and Responsibilities continue to be effectively and efficiently met, over the year the Executive Committee dedicated considerable time to ensuring these and all other of our immediate future staffing needs are met.

It is important to also provide a brief overview of other key matters addressed/focused on by the Association over the year:

On the Labour Relations front:

- By mid year, we had begun early preparations for the 2016 round of negotiations for renewal of the MCAO/UA Provincial ICI Collective Agreement. To help improve coordination on management side, MTBC Chairman Denis Carrier championed a series of meetings among all Provincial Employer Bargaining Agencies - initially hosted jointly by EPSCA and MCAO; and thereafter continued to be facilitated/hosted by MCAO through to early 2016.
- Jointly with the UA, a four man team was established early in the year - to oversee our newly established “Performance Partnership” initiative - that arose out of recommendations made by the MTBC to the UA in the fall of 2014. Targeted at achieving major change in the culture of both management and labour forces, by year’s end a major survey of industry views and concerns had been completed via this initiative; and a planned series of face to face meetings with Contractors and key UA Representatives in all regions of the province was well underway.
- An Ontario Labour Relations Board Action (initiated in 2014) with respect to the illegal withholding of funds owing to MCA Kingston, was successfully completed/resolved by the fall.
- Assistance was provided on a number of occasions over the year to several Zones facing adverse hiring/work practices directly related to the recent UA Consolidations.
- We saw the establishment of a valued Service Work Agreement in the Ottawa area - following the hard work and efforts of our Ottawa MTBC Representative (Serge Robert); after working closely with UA Local 71; and seeking guidance and related approvals from the MTBC.
- We saw, the successful conclusion of efforts started in 2014 to achieve a restructuring of the core wording governing the purpose and goals of MIAC; along with related clear policy for the application for MIAC funding/support for future joint industry initiatives targeted at market retention/ expansion and competitiveness.

Being a very strong supporter of the Student Chapter Program, at its spring meeting the MCAO Board of Directors approved special funding support to all Affiliate Zones currently having/planning to develop a chapter in their area; and made a special major contribution in support of the overall MCA America program.

We continued our ongoing support for a more efficient/effective structuring and operations approach within the new Ontario College of Trades; and aggressively sought support by the provincial government that Sprinkler Work remain within the Work Scope of Plumbers and Steamfitters. Action with respect to these matters was taken via both internal industry committees; direct discussion with key College Representatives; and submissions made to the Dean Review on College Operations, conducted at the Premier’s call during the year.

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.

MCAO Continued its active involvement with “Prompt Payment Ontario” - and its broad industry effort to see Prompt Payment Legislation introduced in Ontario by year’s end, 2016.

MCA Ontario Report

A detailed review of the MCAO Teksmed Program (established several years ago to manage Membership WSIB Claims) was initiated late in the year - towards identifying whether the program continued to be of overall value to Member Firms.

Our MCAO Safety Group Program continued to nurture improved safety (as a result of both its unique "peer group exchange" and "educational" elements); while providing direct cost savings to participating firms (through the WSIB, premium rebates it generates - based on the Group's performance compared to non participants). Beginning in 2015, Participating Firms were also able to concurrently work towards obtaining their COR (Certificate of Recognition) Certification via their involvement with the MCA Ontario Safety Group Program.

We were most fortunate to, once again, have outstanding support and participation in our Annual General Meeting/Conference - that, during 2015 included a visit to/tour of Sicily; and was attended by some 190 people.

For more information contact MCA Ontario P: (905) 856-0342 mcao@mcao.org www.mcao.org

Construction House Report

Jason Campbell

Jason Campbell (Director), Anthony DeChellis, Lorraine Waller (Alternate), Wanda Heimbecker, MCAH Representative

In 2015, considerable progress was made to adhere to the necessary improvements recommended in the Building Condition Assessment and the ten year Cost Replacement Strategy. The previous investment to establish these property management planning tools have served equity owners well as a guide to address exterior and interior leasehold improvements.

As all equity owners previously agreed to manage their designated area of membership expertise, the HVAC System upgrades were successfully completed with a renovation of the former HVAC equipment basement space to accommodate additional waterproof storage. We anticipate long term operating cost savings due to the roof top efficiency units. The HHCA plans room repurpose renovations were also accomplished along with the building entrance doors mechanisms to comply with current AODA accessibility regulatory standards. After twenty-five years, owners determined the roof membrane and sealant require replacing before allocating resources for the scope to work to redesign the board room which might include improved communication systems for educational presentations and meetings.



MCA Hamilton represents one of five equity partner owners of the Construction House. An appointed Board of Director's representative governs the facility operational policies, management and maintenance collectively with owner partners from the Hamilton Halton Construction Association, Electrical Construction Association of Hamilton, Hamilton Halton General Contractors Association and the Brantford Hamilton Niagara Sheet Metal Contractors Association Inc. By 2015 year-end, this owner status changed as a result of the Brantford Hamilton Niagara Sheet Metal Contractors Association Inc. communicating their intention to sell their 3.4% beneficial interest. A Narrative Appraisal Report was completed by the seller to identify fair market value. Three purchasers, the Mechanical Contractors Association Hamilton, Electrical Construction Association of Hamilton and Hamilton Halton General Contractors Association all agreed to cost share legal services to equally purchase an additional 1/29 interest along with updating the Trust Agreement to reflect this purchase. A transfer for Beneficial Trust and Release & Indemnification Agreement was signed to conclude this transaction.

Construction House owners continue to monitor and assess building rejuvenation costs. Based on previous estimates MCA Hamilton had estimated our equitable leasehold portion to represent a \$45,000 investment over the next 7 years which will continue to be revaluated to ensure accurate cost projections and planning. In 2015, based on equity ownership, all beneficiaries received a minor year-end adjustment reduction in rent as determined by Hoecht Galvin Chartered Accountants who conducts the annual audit.

MCA Canada Report

Del Pawliuk, Chairman / George Furness MCAH

George Furness, J. Campbell (Alternate) MCA Hamilton Representative to the MCA Canada Board of Directors



It is my pleasure to provide members of MCA Hamilton with this "Association Update" on the recent activities of your national organization - the Mechanical Contractors Association of Canada-which have occurred over the past year. Since our report to you last year, we have been extremely busy working on the industry's behalf. Prompt payment legislation has been the top of our agenda over the past 12 months. Working with the National Trade Contractors Coalition of Canada, we brought this issue to the attention of the federal government through numerous meetings with senior policy advisers, members of the Senate,

Members of Parliament, and cabinet ministers. Prior to the fall election, we solicited and received over 3000 signatures on petitions supporting the concept of federal prompt payment legislation and this will be used in the upcoming sessions of the House of Commons. And during the election, we reached out to all candidates and party leaders soliciting their support for federal prompt payment legislation. The message is getting through.

By the time you read this, we hope that federal prompt payment legislation has been introduced in the federal Senate and perhaps it has already passed first/second reading moving on to Committee hearings. This is where the "rubber hits the road" and we are looking forward to making our case.

On the subject of provincial prompt payment initiatives, we were instrumental in organizing a very successful national prompt payment summit in Ottawa on April 8, 2015. Representatives from across Canada who have been involved with their own province vis-à-vis prompt and initiatives, including Ontario, gathered and shared status reports with everyone. The end result is that discussions are taking place in every jurisdiction across country and progress is being made from one degree or another. For example, the Province of Ontario is currently reviewing their Construction Lien Act and an extremely important component of that review is what to do with the huge issue of delayed payments in the construction industry. Also, recently, in Québec, the Charbonneau commission report recommended that the Québec government adopt mandatory payment timelines on construction contracts in that province.

On April 18, 2016 we hosted our second annual prompt payment summit in Ottawa and the next day, April 19, 2016 we visited Members of Parliament, Senators, and senior policy advisors during our Day on the Hill lobbying effort. More on this later. Although prompt payment legislation is high on our priority list, MCA Canada's recent activities obviously have not been limited to just this one issue. We have been busy working on other matters as summarized below:

- We continued to represent our members in industry meetings with groups such as the Canadian Construction Association, Canadian Institute of Plumbing & Heating, International Alliance of Mechanical Contractor Associations, provincial MCA's, regional MCA meetings, etc.
- We continued to provide top quality educational programs to our members through our new Construction Education Council which, together with MCA Hamilton and others, was once again instrumental with the organization of the very successful third annual student chapter summit this past February in Toronto. The Council has organized and offered numerous educational programs over the past 12 months including seminars, webinars, project management courses, and supervisory and estimating conferences.
- We would be remiss if we did not once again, congratulate MCA Hamilton and the McMaster University Student Chapter for their work involved with this year's MCA of America Student Chapter Competition. Well done!
- We continued to work with groups like BOMA on our certification program for the Mechanical Service Contractors of Canada (MSCC). Also, the MSCC delivered several service specific webinars this past year as well as a very successful service contractor's forum held during our national conference in Palm Springs this past November.
- New policy statements for the Association were developed and approved and are now available for viewing on MCA Canada's website.
- Speaking of websites, we revamped our old one and have a brand-new look. This complements our relatively new monthly multimedia information program and the addition of our "new look" National Bulletin's. Of course, this all has to do with effective communications with the general membership which also includes our weekly newsletter communiqué "Just the Fax".
- This year we are starting to get involved in social media once again improving our communications with our membership Canada wide.
- We initiated a successful dialogue with Public Services and Procurement Canada (formally Public Works and Government Services Canada), the end result being PSPC implementing a policy of naming major subcontractors at time of tender closing. This was a win for MCA Canada and our members!
- We were also successful this year in helping to create a new national standard for the pipefitting and steamfitting trade. We did this working in conjunction with the UA and the federal Department of Employment and Social Development Canada (ESDC) over a year and half period. The Canadian Council Directors of Apprenticeship approved the standard the end of November.
- We are now once again working with the UA and ESDC providing viable industry input to a new Red Seal Occupational Standard for the plumbing trade.
- The joint efforts of MCA Canada and the Canadian Institute of Plumbing and Heating once again culminated in another successful promotion of World Plumbing Day on March 11. We are also going to join CIPH once again for another "Advocacy Day" on Parliament Hill on May 10th meeting with Members of Parliament and Senators on the issues of Harmonization of North American Standards and Federal Prompt Payment Legislation
- We continued to support the Canadian BIM Council and as a member, are now actively involved in their newly formed Trade Contractors Council.
- A brand-new three-year strategic plan for the Association was developed and was submitted to the MCA Canada's Board of Directors for their review and approval.

MCA Canada Report

- MCA Canada's charity of choice, Operation Eyesight, was recently named among the Financial Post's charities of the year!
- In November, we held our extremely successful 74th Annual National Conference in Palm Springs, California and we are currently planning for our 75th (November 14-17, 2016) to be held at the Walt Disney World Yacht and Beach Club Resort in Orlando, Florida...See you there!

MCA Canada is located in Ottawa, please do not hesitate to contact our staff for more information P: (613) 232-0492 mcac@mcac.ca

Joint Apprenticeship & Training Committee

Lorraine Waller

Lorraine Waller (Co-Chair), Douglas Cormier, Henry Hildebrandt, Wanda Heimbecker

Monthly JATC meetings govern, monitor and implement regulatory standards and compliance, policies and procedures, financial accountability, apprentice performance and intake, determine curriculum, training while examining long range strategic planning. Both MCA Hamilton and MCA Niagara participate in this unified management alongside with UA Local 67.

In 2015 Trust Agreement updates neared completion due to the UA merger with Niagara. Monthly detailed reports reference developments and forecasting in all areas of operations including; training needs, programs scheduled, the Out of Work List, Training Facilities Construction updates, grants obtained and their deliverables which a breakdown of projects, timelines, costing i.e. Hydronic, solar, gas/oiler/hot water/pump lab boiler, med gas lab, and their programs. Regular discussions examine apprentice management



2015 COURSE NAME	REGULARITY
AutoCAD 1	1
Forklift – Class 4/5 Class 7	6 6
Hydronics	1
Pre-Lic. Steam	2
Blueprint Reading	1
MIG Rotator	1
Backflow	2
Backflow Recertification	2
Renovation & Repair Plumbing	1
CWB for Welders	1
Residential Plumbing	1
Steward Course	2
Rigging & Hoisting, Basic	4
Working at Heights	2
Basic Plumbing In-House	1
Hand Rotator Welding	2
WHMIS Recertification	26
General Welding	1
First Aid	1

and reviews, mandatory meetings, future apprentice intake and the process, pre-apprentice Student co-op placements along with OYAP student recruitment and placements. Employment equity and diversity hiring is addressed by way of participation on the YMCA Stakeholder Advisory Group and Aboriginal Apprenticeship Board of Ontario. The LAC continues to successfully indenture apprentices as we maintain our TDA status with The Ontario Ministry of Training, Colleges and Universities.

All contractors are asked to continue to submit their apprentice employer evaluation performance forms. This tool is used regularly by the JATC to assess apprentice performance to address apprentice skill improvement based on employer feedback to adhere to The Standards of Excellence Model while reinforce our industry's quality control .

Rewarding Excellence! Congratulations to our own, Lucas Ballentine-Cole who captured the Silver Medal in Plumbing in Saskatchewan in 2015! This is the second year in a row that an apprentice from UA Local 67 Hamilton-Niagara has won the Plumbing Silver Medal at the national level, 2015 Canada Skills Competition. The 2015 UA Central Regional Apprenticeship Competition held at UA Local 71 in Ottawa had four UA Local 67 apprentices compete: Jenna Fothergill 4th year Steamfitter, Cody Beck 3rd year Plumber, Jaime Rowe 1st year Plumber and Carly Myers 2nd year Welder. We recognize all apprentices for

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	15	10	34
2nd	25	13	17
3rd	20	15	22
4th	25	14	N/A
5th	36	16	N/A
TOTAL	121	68	73
262			

their exceptional skills. Our best to Cody Beck who captured 1st place in the plumbing competition, and to Carly Myers who placed 2nd in the welding competition!

Report of the Nominating Committee**Lorraine Waller**

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 2016-2017
All have signified their acceptance of nomination.

Name**Member Firm**

Jason Campbell
Douglas Cormier
Greg Crawford
Anthony DeChellis
George Furness
Henry Hildebrandt
Paul Shewfelt
Lorraine Waller

Aecon Industrial
BML Multitrades Group
Lancaster Group Inc.
E.S. Fox Ltd.
Geonis Mech. Contracting Ltd.
The State Group Inc.
Modern Niagara Toronto Inc.
Matrix North American Construction Ltd.

The board consists of Seven (7) 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.

No other nominations were received.

Associate Member Committee

Henry Hildebrandt

Henry Hildebrandt (Chair), Douglas Cormier (Alternate), G. Furness (Alternate), Wanda Heimbecker (MCA Hamilton Representatives), Dennis Costello (Chair), Nikki Laskin (Vice Chair), Phil Mostert (Treasurer), Mike O'Neill, Bill DeHal, Patti Baillie, Wayne Branchaud

All members are welcome to join the Associate Member Committee at any time throughout the year. The value of quality professional exchanges and building relationships remains the foundation of our industry and our association. We continue to witness the unconditional dedication of our active associates giving freely of their valuable time, resources and lending expertise to ensure long term stability is achieved. We offer a "standing ovation" to our loyal industry suppliers who strengthen our fiscal bottom line while engaging members!

As a not-for-profit association, demonstrating and tracking the essential value of in-kind donations adheres to best practices within Canada Revenue Agency standards. In 2015, \$1,110.00 of valued service contributions was received through the support of complimentary education services and gifts of support at various social networking events. An honourable mention to Aon Reed Stenhouse Inc. for offering their cost free "Construction Contracts and Bonding" education session to our members in conjunction with our Member Plus Program. Since their inception just six years ago, a grand total of \$63,712.55 in generous goodwill through in-kind education services and sponsorship contributions have been received by our associate members.



The Member Plus Program, also provides MCAH member discounts to save money on popular local and national services. This program is designed to save companies money, build new business relationships while increasing MCAH membership benefits. In 2015 all participating program associate members benefited from an expanded distribution to approximately 2,500 UA Local 67 members who also receive a preferred rate, exclusive discount or one time introductory.

This generous committee fuels fundraising support to the MCAH network throughout the year to our Student Chapter, MCAH ECAH Golf Tourney, hosting the Annual Pub Night, along with the Annual General Meeting President's Reception and Trade Show.

On behalf of the board of directors and staff, thank you!

We encourage all of our members to consider contacting an MCAH associate member first when a business need arises.

Labour Management Health & Safety Committee

Douglas Cormier

Douglas Cormier, (Chair), Henry Hildebrandt (Alternate), Wanda Heimbecker (Alternate)

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.

MCA Hamilton 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 in everything they do, from the needs assessment stage through to program development, delivery, and evaluation. The delivery of industry regulated skills-based training, auditing, and evaluation, they provide safety solutions 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, working on suspended access equipment, and utility line clearing. 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

Education Committee Report

Paul Shewfelt

Paul Shewfelt (Chair), Rocco Di Giovanni, Simone D'Angelo, Kyle Heywood, Greg Crawford, Aron Shea, Wanda Heimbecker

Our “learning for life” philosophy was fulfilled after careful examination of the Members Education Survey, industry trends, technology, our diverse marketplace sectors, along with eliminating duplication of program delivery by our existing training affiliates. It was determined renewal member training subsidy support would be offered for contractors completing the Gold Seal Certified Project Management fall program offered by the former Canadian Mechanical Contracting Education Foundation now known as a Council of MCA Canada renamed the Construction Education Council. Members are also encouraged to explore additional cost-savings through the Canada-Ontario Job Grant (COJG) when completing all education courses.



We joined MCA Ontario at their Toronto 2015 Canada Skills exhibit responding to career inquiries from interested teachers, students and parents. Fun, interactive foundation skill building activities tested the aptitude of visitors interested in learning what it takes to walk the path of engineering professionals. Unified efforts in conjunction with UA Local 67 and their UA Canada head office continue to address construction policy and the ever changing face of our future workforce and new standards. Our structure is seamlessly connected, as the MCAH Promotion Committee, Joint Apprenticeship and Training Committee, and Local MIAC regular meetings identify common goals which set the stage for dialogue, deliberation and solution-based conclusions such as “Working From Heights”.

Wherever possible we engage our diversified industry partners, our affiliates; 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 Niagara, 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, and our internal network consisting of the MCA Ontario, MCA Canada, Canadian Construction Education Council along with utilizing certified presenters from within our membership and suppliers. These extensive, valued resources enable our association to provide members with diversified “innovative” education programming throughout the year at a minimal or no cost option while reinforcing our comradery.



The Annual Student Scholarship Awards is our reinvestment in youth leadership, providing our association with the opportunity to recognize the remarkable achievements of children of salaried employees of our contractor member companies. 2015 marked our 21st Annual Student Scholarship Awards which now exceeds \$404,000.00 in scholarship gifts since the program's inception in 1995. We are witnessing the benefits of our continued stewardship and investment in our future leaders in Southern Ontario through offering this valued program which reinforces the integrity of our unionized construction industry, a program we are very proud to support.

Promotion Committee Report

Aron Shea

Aron Shea (Chair), Douglas Cormier, Lorraine Waller, Wanda Heimbecker

It's not all fun and games as the Promotion Committee continued to roll up their sleeves to deliver and expand on their committee objectives throughout 2015.

Joint meetings with our industry partner UA Local 67 continued to examine market share trends in collaboration with the Ontario Construction Secretariat (OCS) who represents the collective interests of the unionized construction industry in Ontario's industrial, commercial and institutional (ICI) construction sector. OCS as a joint labour-management organization continues to actively work with the Promotion Committee to best address developing relationships, facilitating dialogue and providing value-added research.

New industry research collected between 2006-2016 was introduced in 2015 revealing:

FACT A study of more than 40,000 construction firms across Ontario shows that Unionized workers reported 23% fewer injuries requiring time off work than non-union workers. Key factors for this result include more robust specialized apprenticeship programs and safety training for union members. All of this adds up to better long-term value for buyers of construction.

Promotion Committee Report

FACT The average Ontario WSIB claim represents a direct cost of \$19,560. Total direct and indirect costs of a lost-time injury amount to \$98,000 per WSIB claim.

Source: Health & Safety Ontario Network Magazine: Don't Fall for Fall Hazards
<http://unionizedconstructionworks.com/>

Fiscal responsibility was factored into every planning step in preparation for the 2015 iconic 50th Anniversary celebrations. A short educational documentary was produced **Reaching New Heights – “Building Communities By Investing In People”** https://www.youtube.com/watch?v=X62dTT9_WKM which truly captures a thought provoking look within the industry as a measure to commemorate the association's 50th year. The red carpet was unrolled for a “Royual Affair”: at the offsite Annual General Meeting retreat at the Sherwood Inn on Lake Joseph in Port Carling Muskoka. As a result of advanced negotiating, additional in-kind supplier contributions affiliated with both the 50th anniversary video production and Annual General Meeting lead to further supplier contributions, representing an additional \$23,668.25 savings in-kind.

Annual member and industry engagement events include our partnership with the Electrical Construction Association of Hamilton where MCAH members swing on the greens in support of charity each year. In 2015 a total donation of \$3,883.06 was raised for ECAH's charity, the CHML Y108 Christmas Tree of Hope!

MCAH's charity, the Hamilton Health Sciences Foundation continues to realize our support an annual nominal donation in lieu of Christmas Cards was added to our ongoing total, revealing a tremendous \$308,927.64 contribution to date on behalf of our MCAH members. The 55th Annual Bay Area Science & Engineering Fair annual scholarship award and judging was supported, long with the coordination of several member social networking events, which will introduce a reinvention of the Annual Christmas Party.

Our annual Newsletter and Annual Report distributions maintain effective communications and establish visibility with all area municipal economic development departments, community leaders, politicians, media, and industry colleagues in Hamilton, Halton, Haldimand, Brant and Norfolk. Partnerships are in place through cross-committee initiatives with our JATC, UA Local 67 industry partnership, municipal advisory board and committee appointments, annual publications, communication tactics, industry invitations and sponsorship reinvestment support.

Additional collaborations with our industry partner UA Local 67 and representation at various HHCA, ECAH, HAND, OCS, MCAO, MCAC association functions throughout the year encourages discussion between industry partners providing a greater understanding of better business practices, current industry priorities, challenges and opportunities. Our extensive network connects members to latest news and events from MCA Ontario, MCA Canada and MCA America. MCA Canada.



McMaster University Committee

Lorraine Waller

Lorraine Waller (Chair), Paul Shewfelt (Alternate) Glenn Hanson, Jason Campbell, Aron Shea, Andrew Forster, Mike DiLallo, Greg Crawford, Gary Matthew, Mark Johnson, Wanda Heimbecker



The MCAH Student Chapter continues to reach new heights through the hard work and determination of all those involved. The momentum each year is being re-energized by alumni and member companies who continue to mentor the students and provide industry insight into the dynamic construction industry that may engage their futures.

This past year was filled with accomplishments as the students embarked on preparing and submitting their proposal to the annual MCAA project competition. This year's challenge involved the design and construction of mechanical (HVAC) and plumbing systems for the eight storey “Hatford House Apartments” in San Jose, California (off-campus student housing) complete with a two (2) year service maintenance agreement. Their project proposal was submitted on time and met LEED Gold certification.

McMaster University Committee

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The Student Chapter team headed to Orlando, Florida in late March to participate in the MCAA annual general meeting conference, network, witness winning student team presentations (top four finalist teams) and bring home their knowledge to next year's team. January, 2016 provided our membership with our "Annual Meet & Greet" opportunity. If you have not attended this event, please watch for next year's evening with the McMaster Mechanical and Civil Engineering students. If you are looking for exceptional talent to bring into your organization, this event opens that door for you to exchange information and converse with a broad spectrum of undergraduate students. Whether you are looking for interns or to fill a full time position you will find your future leaders at this event.



The 3rd Annual Canadian Student Chapter Summit was hosted February 25th-27th, 2016 at the Mechanical Contractors Association of Toronto (MCAT) offices in their first class training facility. Students were provided educational sessions by industry partners and suppliers e.g. Ontario Construction Secretariat, Victaulic, Sloan to name a few. Dr. Blake Wentz, MCAA & Milwaukee School of Engineering challenged the students with a "mini-project" competition and offered them insightful advice on resume presentation.

The students were also provided a site tour of Peel Memorial Centre for Integrated Health & Wellness, hosted by Modern Niagara Group. The tour gave

them a first-hand opportunity to speak with some of the projects key mechanical supervision as they were guided through the building. A second site tour was arranged on March 4th, 2016 when the students toured the ArcelorMittal Dofasco #6 Galvanizing line in co-ordination with Matrix North American Construction Ltd. who performed the mechanical and electrical project installation for ArcelorMittal. This new state-of-the-art line positions ArcelorMittal Dofasco with a world class finishing operation providing their clients with a diverse range of superior quality steels that are lighter, stronger and more sustainable. It is with appreciation that we at the MCAH 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 successes of the McMaster Student Chapter are not achieved in isolation but rather are the direct result of dedicated faculty advisors such as Dr. Stephan Veldhuis and Dr. Saeideh Razavi as well as the countless member companies and associate member companies who participate and sponsor student events. By working together the reward of student development will enhance our industry and prepare us for future challenges with dynamic young leaders as we face changing times.

The MCAH endowment funding for the McMaster University Heavy Construction Chair position continues to provide your association with advisory board involvement. Dr. Saeideh Razavi hosted the 7th annual advisory board meeting on February 4th, 2016 where all board members were given an overview of the current year program initiatives and developments. To name a few, the Heavy Construction Internship Program won the McMaster Faculty of Engineering "Team Excellence Award" and this program is being used by other university departments seeking to learn and build on this model. Dr. Razavi shared updates on the many workshops and speaking engagements that she presented or participated in, such as "smarter cities and mobility", bringing the physical and cyber worlds of construction together etc. Dr. Razavi also discussed her teaching philosophy and she explained that her goal is to bring the experience of industry and government to her classroom as she regularly hosts guest speakers and organizes field trips, networking events and utilizes real-world projects within her curriculum. A huge MCAH congratulations goes out to Dr. Razavi as it was announced that she has been promoted to Associate Professor as of July 1st, 2016 and is now tenured with the university!

Hamilton-Halton Construction Association Report

Labour Relations Committee Report

Paul Shewfelt
Anthony DeChellis

Paul Shewfelt, MCA Hamilton Representative to the HHCA Board of Directors

Anthony DeChellis, MCA Hamilton Representative to the HHCA Labour Relations Committee

2015 was a busy year for the HHCA as they celebrated their 95th anniversary and bid farewell to longstanding General Manager Sandy Alyman. The hiring committee dedicated countless hours to identifying her successor and ultimately hired Sue Ramsay, a well-known candidate due to her many years with the Council of Ontario Construction Associations, an organization of which HHCA is a member.

2090 jobs were posted in BestBidz, their electronic plans room and HHCA continued to work with their local construction association partners to improve relations, streamline processes, share jobs and eliminate duplication of effort. In August they introduced the Two Grey Suits (TGS) program, an online human resources portal that offers everything from draft policies and interview questions to performance evaluations and risk management information. The service also includes a 1-800 number that members can call for advice from an HR professional, a free service to all HHCA members.

2015 also saw the regeneration of the Young Leaders Group. A brainstorming session early in the year identified new opportunities for growth and engagement, and ultimately led to their most successful YLG year to date.

The Regional Construction Safety Group enjoyed another successful year with a 2014 rebate of \$1,432,393.56 as steps were taken to educate HHCA members about impending changes to the Workplace Safety and Insurance Board's rate framework.

Representatives from MCA Hamilton, BHN Sheet Metal Contractors Association, Hamilton Halton General Contractors Association, ECA Hamilton, Roofing Contractors Association and the Hamilton & District Heavy Construction Association give of their time and expertise as members of the HHCA Labour Relations Committee. Their 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 to serve as a source of labour resolve and promote stable labour relations.

Association Manager's Report

Wanda Heimbecker

2015 represented my eighth year as your association manager; it also introduced one of the most important tasks of my career. We paid tribute to our historical leadership while forecasting forward to recognize the 50th Anniversary Legacy of Mechanical Contractors Association Hamilton.

If you have not yet watched your short commemorative educational documentary you should. Members are encouraged to place a web link on their company websites to empower their audiences. **Reaching New Heights – “Building Communities By Investing In People”** https://www.youtube.com/watch?v=X62dTT9_WKM is your story as I sincerely thank each member company for your trust and for this distinguished honour.

Productivity remained in high gear with several research projects completed and approved for implementation throughout 2016. Cost savings in the areas of communications, procedures and employing new technologies are now being integrated within your operations management. Yes, the office typewriter was archived eight years ago when I arrived, as I welcome all opportunities to ensure your association remains current, due to the insightful management of your board of directors in which it remains a pleasure to channel your ideas into results.

Committee reports represent mandate efficiencies, solid committee structures as membership retention remained unchanged with ongoing recruitment. The board governance ensured negotiation preparations started early to best represent the interest of all MCA Hamilton contractors. A UA Local 67 leadership change introduced steady and continued progress as every effort is made to unify cultures and align goals. Board and staff representation on 19 local, municipal, provincial and national industry committees are actively engaging business networks while eliminating boundaries. In addition, my capacity as an economic development advisory board member to council, and liaison with local and provincial committees representing, aboriginal trades and women in construction establishes a communication conduit with equitable shareholders as we prepare for future industry changes.

Healthy, professional relationships continue to strengthen in 2015 as the MCA Hamilton team work ethic remains dedicated to “stay ahead of the curve”.

...Reaching New Heights – “Building Communities By Investing In People”

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370 York Boulevard, Suite 105
Hamilton, Ontario
L8R 3L1



**MECHANICAL
CONTRACTORS
ASSOCIATION
HAMILTON**

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Past Presidents

1966	<i>Doug Townsend*</i>	1990 - 1991	<i>Roger D. McNutt</i>
1967, 1981 - 1983	<i>R. (Don) Stewart</i>	1992, 1999 - 2000	<i>David E. Crawford</i>
1968, 1978 - 1980	<i>J. J. (Jack) Elliott</i>	1993	<i>Michael J. Holm*</i>
1969	<i>Larry MacDonald*</i>	1994	<i>William J. Corp</i>
1970 - 1971	<i>George Megarry</i>	1995 - 1996	<i>George E. Furness</i>
1972	<i>Kenneth Niepage</i>	1997 - 1998	<i>William Patterson</i>
1973	<i>Ronald North*</i>	2001 - 2003	<i>Dominic Fazio</i>
1974 - 1977	<i>Fred Armitage</i>	2004 - 2005	<i>Douglas A. Cormier</i>
1984 - 1985	<i>Doug Jago</i>	2006 - 2007	<i>Jim Allison</i>
1986 - 1987	<i>Ronald N. Marcotte</i>	2008 - 2010	<i>Paul Shewfelt</i>
1988	<i>Harley D. Allison*</i>	2011 - 2013	<i>Lorraine Waller</i>
1989	<i>Ronald N. Peach</i>	2014 - 2015	<i>Jason Campbell</i>

** Deceased*

Mission Statement

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