

ANNUAL REPORT

Mechanical Contractors Association

Presidents Report 1-2
Jason Campbell

Presidents Report

Jason Campbell



Last year's report was a time of celebration and reflective of the considerable effort spent looking back at, and honoring, our 50 years of MCAH heritage. This past year has been a much different story as we have been keenly focused on the future and making investments to ensure we are providing for our membership for many years to come. I have continually encouraged our members to invest in the latest of technology and the hiring of the brightest young minds to help us remain ahead of our competition. I am pleased to remind our membership of the following efforts that support our initiatives; talent acquisition, job creation, and operational improvement, all aimed at providing MCAH the stable platform required to successfully launch our next fifty years;

MCA Ontario 2-3
Charlie Webb, President
George Furness, Director

Construction House Report 3
Jason Campbell, Director

MCA Canada 4-5
Del Pawliuk, President
George Furness, Director

J.A.T.C. 5
Joint Apprenticeship & Training
Lorraine Waller, Co-Chair

Nominating Committee 6
Lorraine Waller, Past President
Jason Campbell, President
Anthony DeChellis, Vice President

Associate Member Committee 7
Henry Hildebrandt, Director

Labour Management Health & Safety Committee 7
Douglas Cormier, Director

Education Committee 8
Anthony DeChellis, Chairman

Promotion Committee 8-9
Paul Shewfelt, Chairman

McMaster University Committee 9-10
Greg Crawford, Chairman

Hamilton Halton Construction Association 11
Henry Hildebrandt, Director

Labour Relations Committee 11
Anthony DeChellis, Director
Paul Shewfelt, Director

Association Manager's Report 11
Wanda Heimbecker

Past President's & Mandate 12

Youth Development; ● MCAH continues to honor the children of our member firm employees by offering annual scholarships to assist in attaining post-secondary education. With a preference to engineering, technology, and business programs, this initiative not only offers a financial benefit to our member's families, but our industry gains opportunity to have these professionals participate in careers that support our industry in future years.

● MCAH continues to support through mentorship and financial means to the McMaster Student Chapter who have once again made all of us proud by attaining a top ten finish at this year's MCAA competition. For the second time in recent years, Hamilton hosted the student chapter summit bringing representatives from across the province to our area for a few days of fellowship and training.

● In venture with MCAN we continue to integrate with Local 67 to facilitate the requirements of the JATC.

● Our educational programs and sponsorship of member attendance continue to be a priority for MCAH as attendance from our members has remained strong.

Job Creation; ● 2017 and beyond will reap the benefits of a newly minted investment by MCAH whereby we are identifying and attaining access to training and new employment grants through Federal funding initiatives. MCAH will work with its member firms to make application and recover valuable investment funding.

● MCAH and Local 67 have applied for and received provincial MIAC funding that will launch a joint publicity campaign aimed at awareness of the unionized contractor's and member's safety performance with the attempt to recover market share. Stay tuned to your local media in the coming months as this initiative takes off. I have often inferred that the relationship between MCAH and our labour partner is sound and effective. This initiative exemplifies the years of effort made by both parties as we strive to provide the best service of Mechanical trades to the industry. I would like to thank the management and members of Local 67 for their continued commitment.

Operational Improvements; ● MCAH took advantage of an opportunity to increase our ownership share of the Construction house by purchasing one third of the Sheet Metal Associations shares. We further invested in the facility recently by replacing critical systems such as the mechanical system and the roof.

● 2016 bargaining took on a much more local approach to previous years. As such, MCAH and MCAN were challenged to work together to negotiate contract language with the newly expanded Local 67 which now encompassed all of Zones; 8, 9, & 9A. These negotiations and joint efforts were the launching board for the realization that a consolidated association may not only be feasible, but also a logical operation for our members in the future. MCAH and MCAN have now commenced exploratory discussions and look forward to sharing a status update to our members later in 2017.

2016 provided for an encouraging rebound in man hours worked in our zone with a 22% increase to 844,546 from 2015's 693,037. 2016 ended just slightly (2.5%) below our ten-year average. As we look to the future, it is difficult to be enthusiastic about our market share and man hours from historical customers. We have suffered the closure of the OPG Nanticoke facility, continue to await the outcome of USSC bankruptcy protection, and for the most part, our local healthcare system has completed much of its planned revitalization. The March 23, 2017 Federal Budget continues to support these same opportunities as identified last year. **Specifically;** ● 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 transit systems are completed, the intensification of development and high rise residential and commercial facilities near to its corridors will explode in terms of development and new building permits. I urge this board, our members and labour partners to be positioned with effective collective agreements that will allow us to win this work.

Presidents Report

I would like to thank our directors for their commitment and time dedicated to the; 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. I am saddened to think of our upcoming days as MCAH Board members as we will be without the benefit of two of our most valued, colorful, and respected long serving Directors as they embark on the privilege of retirement. I cannot personally thank George (Furness) or Doug (Cormier) enough for the guidance, encouragement, and insight that they have selflessly provided not only to me, but to all that worked alongside of them. I am forever grateful for all you have shared and wish you and your families the absolute best of days ahead.

MCAH 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. In closing, I would like to acknowledge and thank each of you that make MCAH a valuable partner and resource to our members and industry peers, and specifically to our Association Manager, Wanda Heimbecker who keeps us all on track.



Jason Campbell, President MCA Hamilton

MCA Ontario Report

Charlie Webb, President / George Furness, MCAH

George Furness, J. Campbell (Alternate) MCA Hamilton 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 continues to progress. 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.

2016 was also a year of major mentoring for Brandon Pageau - Assistant Executive Vice-President. To ensure that all of MCAO’s ongoing Services and Responsibilities continue to be effectively and efficiently met, Steve Coleman – Executive Vice-President progressively introduced Brandon to every aspect of the MCAO.

I felt it 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:

- We successfully negotiated a renewal of the MCAO/UA Provincial ICI Collective Agreement.
- The Parties took a value for value approach and arrived at specific zone/local figures (and respective language adjustments) to address competitive needs.
- We got ahead of the IBEW/avoided possible negative monetary/language moves by other Trades.
- We reached an early settlement.
- We engaged in Differential bargaining.
- We negotiated language in our favour; addressing (in most areas/Zones) - "real needs", and hopefully opening the door to this being more common (and occurring in all/other Zones) in future.
- We negotiated Provincial WRT "for most"/on worker's time.
- We negotiated the lowest increase in the last 15 years.
- A special thanks to MTBC Chairman Denis Carrier and Vice-Chairman Dave Holec for their leadership and dedication during the round of bargaining, which included several informal pre-bargaining meetings with their UA counterparts.

We continued to lobby the Provincial Government and the Ontario College of Trades on MCAO’s position that Sprinkler and Fire Protection work remain within the work scope of Plumbers and Steamfitters. Action with respect to these matters was taken via both internal industry committees and direct discussion with key Government and College Representatives.

MCA Ontario Report

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. As a result of the work done in 2016, it is worth highlighting that MCAO Members will see a modest decline in premium rates for 2017.

MCAO continued its active involvement with “Prompt Payment Ontario” – and its broad industry effort to see the introduction of Prompt Payment Legislation. It is worth highlighting that the Provincial Government has proposed to introduce legislation in the spring of 2017 to better support workers and the industry.

We were most fortunate to, once again, have outstanding support and participation in our Annual General Meeting/Conference – that, during 2016 included a visit to Jamaica; and was attended by some 150 people.

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!

Charlie Webb, President MCA Ontario

Construction House Report

Jason Campbell

Jason Campbell (Director), Wanda Heimbecker, MCAH Representatives

The Mechanical Contractors Association Hamilton represents one of four equity partner owners of the Construction House. Appointed representatives of each board of directors govern the facility operations, policies, management and maintenance collectively in partnership with the Hamilton Halton Construction Association, Electrical Construction Association of Hamilton, and the Hamilton Halton General Contractors Association.

The ten year Building Condition Assessment and Cost Replacement Strategy continues to establish timeline directives and property management planning tools to address exterior and interior leasehold improvements. The successful installation of the new efficiency roof top HVAC system, and securing a customized service maintenance agreement will result in long term operating cost savings as utility costs have significantly decreased from last year. After twenty-five years, the roof membrane and sealant required replacing was completed in a timely manner.



Considerations in progress include the refurbishment of the former mechanical room to provide additional storage space; building signage at the corner of Ray Street and York Street which might include a tiered garden; seasonal flowerbed maintenance and the removal of tired shrubs and landscaping completed each season; roof cleaning, along with the general ongoing incidental exterior and interior maintenance.

Meeting room design upgrades and implementing new technology systems to support improved communications for educational presentations and meetings are on the radar. Future discussions and investment planning are required as proposals have been received. Throughout the past two years, it is important to recognize the substantial commitment of time and financial resources made by all owners, and staff to ensure the Construction House retains its market value. As we navigated successfully through upgrades, we were also reminded and recognize this building's historic legacy of representing our areas unified construction industry.

MCA Canada Report

Del Pawliuk, President / George Furness, MCAH

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



I am extremely pleased to provide this "National Report" to MCA members in Hamilton on some of the activities your national Association Mechanical Contractors Association of Canada has been involved with over the past several months.

Since our 2016 National Conference in Orlando, Florida, we have been extremely busy working on your behalf.

Once again, one of our major priorities was to convince the Federal Government to enact prompt payment legislation in our country, the last in the Western world to have such legislation. We have been working with the other nine constituent trade Association members of the National Trade Contractors Coalition of Canada (NTCCC) on this extremely important matter and, at time of writing, we were right in the middle of Senate committee hearings on Bill S-224: Canada Prompt Payment Act. If successful, this Bill will go on to the House of Commons.

Although prompt payment is a priority for our Association members, MCA Canada is also working on many other initiatives a few of which are highlighted below:

Insurance Captive: MCAC together with Aon Stenhouse is developing an Insurance captive feasibility study. We expect to have the study complete in time for our next meetings in Ottawa in April at which time discussions on moving forward will take place.

World Plumbing Day-March 11, 2017: We worked with the Canadian Institute of Plumbing & Heating to promote World Plumbing Day this past year. We sought proclamations from politicians on the municipal, provincial and federal sides and also promoted World Plumbing Day to schools and the general public using social media to a large degree to get the messages out.

Day on the Hill: With other members of the National Trade Contractors Coalition of Canada, MCA Canada was involved with another Advocacy Day in Ottawa on February 7th. We also collaborated with the Canadian Institute of Plumbing and Heating again this year to meet Members of Parliament, Senators, and senior policy advisers on Parliament Hill on April 11th on the occasion of MCA Canada's midyear meetings.

Construction Education: We were involved with MCA Hamilton and others with the organization of the 4th Student Chapter Summit which was held February 2-4 in Hamilton, Ontario, which as you know, was another success. Also, we offered over a dozen seminars between January and May of this year as well as another sold-out project management course this March/April in Waterloo, Ontario. We're developing a new Student Chapter Guide to assist any MCA's interested in starting up a student chapter and, as part of the Association's new Strategic Plan, the Association is also working on a plan for young executives identifying what MCAC can do to engage them at the national level.

Canadian Energy Efficiency Alliance (CEEA): MCA Canada is a member of the CEEA and, as such is lobbying the federal government asking for clarification of deductibility rules on certain pieces of equipment including those which are mechanical related which, if provided, could provide additional work for MCA Canada members.

Social Media: The Association is currently developing a comprehensive marketing plan utilizing all aspects of social media relating to Association priorities, activities, and events which will include Twitter, LinkedIn, Facebook, and associated "YouTube" information videos.

Strategic Plan/Branding: The Association has started working on the operational portions of the new Strategic Plan starting with those related to social media such as membership recruitment, definition of value proposition, and a national program developing new leaders and we have also started working on the Association branding exercise.

Service Contractors: The Mechanical Service Contractors of Canada (MSCC), having partnered with the Building Owners and Managers Association (BOMA Canada) is in the process of significantly expanding the base of certified contractors and technicians across the country. MSCC has created a service database of helpful video's on it's website, is expanding the programs and services available to members and is working closely with the provincial MCA's to assist in marketing and recruiting new members.

National Conference: And last, but certainly not least, we are planning for MCA Canada's 76th Annual National Conference, November 6-9, 2017 on the beautiful island of Maui, Hawaii. Mark your calendar now! We would love to see a great contingent from Hamilton!

Respectfully submitted,

Del Pawliuk
President

MCA Canada Report

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

Joint Apprenticeship & Training Committee

Lorraine Waller

Lorraine Waller (Co-Chair), Greg Crawford, Henry Hildebrandt, Pat Cimek (MCA Niagara), Wanda Heimbecker

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

The monthly JATC meetings review detailed reports that address developments and forecasting in all areas of JATC operations including but not limited to; training needs, programs scheduled for training, training costs and monitoring of same, apprentice Out of Work lists, Training Facilities Construction updates, grants obtained and their deliverables to mention a few.

Regular discussions examine apprentice management and reviews, mandatory meetings, future apprentice intake and the process, pre-apprentice Student co-op placements along with OYAP student recruitment and placements. The committee makes recommendations and facilitates communications relevant to MCAH member engagement and awareness. JATC governance documentation was completed in 2016 and the JATC Annual General Meeting has held on November 2, 2016 at the UA 67 hall on Dartnall Road.

As a result of collective bargaining and the implementation of Work Ready Training oversight within the JATC, the committee has actively implemented and mutually agreed upon a monthly reporting strategy that provides a concise overview of training outcomes and the costs associated with same.

2016 COURSE NAME	REGULARITY
Welding Red Seal Prep	1
Broderson	3
Fluxcore Rotator	1
Pre-Lic. Plumbing	1
Foreman Course	1
CWB Plumbers/Fitters/MT	1
Elevated Work Platform	1
Backflow Recertification	3
Backflow	1
TIG	3
Medical Gas NAUSC	1
Rigging & Hoisting, NAUSC	1
Working at Heights	40
First Aid	1
General Welding	1

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 and to address apprentice skill improvement based on your important feedback. As we jointly strive to adhere to The Standards of Excellence model and industry standards this communication tool provides an efficient source of communication for our contracting membership.

Acknowledging Achievements!

Congratulations our own, UA Local 67's Steamfitting Apprentice Michael

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	18	8	88
2nd	20	18	17
3rd	15	8	33
4th	34	16	N/A
5th	40	22	N/A
TOTAL 271	127	72	72

Haefele who won the Gold Medal at Ontario Skills. (Above Photo) Mike went on to compete at the Canada Skills competition where he won Gold again in Steamfitting!



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 2017-2018

All have signified their acceptance of nomination.

Based on current consolidation negotiations between MCA Hamilton and MCA Niagara, the Nomination Committee recommendation is to defer the decision to fill the two available board seats. Approved by the MCA Hamilton board of directors, this decision will facilitate the additional strategic planning time towards the MCA Hamilton and MCA Niagara potential amalgamation. The MCA Hamilton will hold a Special Voting Members Meeting to address the above mentioned, to be scheduled during the late summer of 2017.

Name

Member Firm

Jason Campbell

Aecon Industrial

Greg Crawford

Lancaster Group Inc.

Anthony DeChellis

E.S. Fox Ltd.

Henry Hildebrandt

The State Group Inc.

Paul Shewfelt

Plan Group

Lorraine Waller

Matrix North American Construction Ltd.

The board usually consists of up to 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), Lorraine Waller (Alternate), Wanda Heimbecker (MCA Hamilton Representatives), Dennis Costello (Chair), Nikki Laskin (Past/Vice Chair), Phil Mostert (Treasurer), Mike O'Neill, Bill DeHal, Tim Caldwell

Since their inception seven years ago, your associate members have contributed a grand total of \$76,112.55 in generous goodwill to decrease operation costs for your association. A standing ovation, as in-kind education services and sponsorship contributions are keeping our members well informed, while strengthening your association's bottom line!

Throughout 2016, sponsorship offerings were received by **Aon Risk Solutions, Flocor, Mercedes – Benz Burlington, Schooley Mitchell, Lawrie Insurance Group Inc.** and industry affiliate **Ontario Construction Secretariat**. The **Aon Risk Solutions** "Environmental Law" complimentary education session was also well attended by professionals managing organizational risk along with **BDO's** "Business Grants & Funding" seminar revealing a \$12,400.00 total of in-kind gifts received in 2016.

By-monthly meetings engage Associate Members through their volunteer committee in which an invitation is extended to all members. Becoming an active member increases your membership value through the investment of time, resulting in relationships, visibility and new business. The positive impact is translated throughout the fabric of the MCA Hamilton network by way of sponsorship support to our Student Chapter, MCAH ECAH Golf Tourney, hosting their Annual Pub Night along with the Annual General Meeting President's Reception & Specialty Drink.

Operating financially independent from MCA Hamilton, each year an annual voluntary \$50 donor contribution is requested by each associate member from this committee. Funds are reinvested back into the association, as directed by this committee on the behalf of all associate members. As a not-for-profit association, MCA Hamilton recognizes the goodwill and benefit of achieving greater supplier awareness by sharing their business resources, and expertise.

The Member Plus Program is designed to keep our members well-informed while offering cost saving education solutions to save member companies money by offering free training programs, preferred rates, exclusive discounts or one time introductory offers to build new business relationships. Their cost-saving offers are now extended to UA Local 67 members. **If your company and employees use any of the following services, cost savings await you!** Promotional Items, Printing Services, Jewelry & Corporate Gifts, Telecommunications, Hotel Rooms, Business Vehicle Fleet Management, Business, Group Benefits and Personal Lines of Insurance, Leadership Impact Workshops, Pipes & Fittings, Home Auto Commercial & Employee Benefits Insurance Programs, Group Home & Automobile Insurance Programs, General Liability, Property, Builders Risks, Surety/Bonding, and Risk Control. Thank you to our program providers; **Aon Risk Solutions, IT Works Promotions, Federated Insurance, The Printing House Limited, J.H. Young & Sons Ltd., Schooley Mitchell Consultants, Enterprise Fleet Management, Fabco Plastics, Gilbert & Associates, Dan Lawrie Insurance Brokers,** and industry partners **Sheraton Hamilton Hotel** and **Westmont Hospitality** offering corporate and crew accommodations.

This committee continues to increase MCAH membership benefits while developing unique business development forums through goodwill. The Member Plus workshops are offered to ECAH, HAND, MCA Niagara, MCA Toronto and UA Local 67 members and staff when criteria matches are established.



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

Anthony DeChellis

Anthony DeChellis (Chair), Paul Shewfelt, Rocco Di Giovanni, Simone D'Angelo, Kyle Heywood, Doug Cormier, Jane Gowing, Wanda Heimbecker



To date \$424,000.00 has been awarded through your 22nd Annual Student Scholarships, an achievement our committee is proud to be entrusted with on behalf of our members. The reinvestment in youth leadership remains a priority within your association, which provides an opportunity to recognize the remarkable achievements of children of salaried employees of our contractor member companies. 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. Student scholarship recipients are either entering or currently enrolled in universities or colleges across the globe. The criteria includes; applicants who established an outstanding commitment to their community through volunteerism, leadership development, maintained an exceptional grade average, and demonstrated superior interest in the mechanical contracting

industry or their chosen field of study.

Maintaining diversification allows the Education Committee to work in partnership with our affiliated construction associations wherever possible which includes; 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 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 Mechanical Contractors Association Ontario, Mechanical Contracting Association 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. This year, previous member survey results directed MCAH to offer Kick Starting BIM Because You Must, a Primer for Starting BIM, as discussions examined industry needs to address Project Scheduling Essentials to be offered in 2017. Due to a simplified collections formula, we achieved 100% fulfillment when issuing subsidies to all eligible firms completing the spring and fall Project Management program. Complimentary Member Plus Education Sessions offered by BDO "Business Grants & Funding Session" and Aon Risk Solutions "Environmental Law" were well attended, while contributing a significant \$12,250.00 in-kind value.

Planning ahead, a minor investment on behalf of our members to research and secure federal grants addressing costs affiliated with the hiring of new employees and training of existing and new employees is underway. As our government continues to redefine a new vision for Canada's economy, several key initiatives include; To become a center for Global Innovation. There is a current spending focus on; Cultural initiatives, Infrastructure initiatives, Social initiatives, Anticipated future introduction of an agenda geared to Clean Technology Economy geared towards being a more innovative country.

Promotion Committee Report

Paul Shewfelt

Paul Shewfelt (Chair), Greg Crawford, Henry Hildebrandt, Dominic Fazio, Wanda Heimbecker

You will recognize the work of this committee through the fulfillment of their mandate to:

- Promote the Association to potential members, associates, clients and Industry partners,*
- Provide opportunities for social gatherings and networking*
- Promote Associate member involvement and membership*
- Strive to connect to local government*
- Promote community involvement*
- Participate in community events with association policies*
- Recommend and implement various sponsorships and involvements*

Press releases, newsletters, the annual report, economic development initiatives, member programming, events, recognitions, charitable giving, strengthening industry alliances and unique industry collaborations



Promotion Committee Report



all express participation opportunities of value within our global network. Mechanisms are in place to engage our municipal community leaders, politicians, media, and industry colleagues in Hamilton, Halton, Haldimand, Brant and Norfolk through healthy industry partnerships, cross-committee initiatives with our JATC, UA Local 67 and volunteer municipal advisory board and subcommittee appointments. Representation and support is offered to achieve better business practices, current industry priorities, address challenges and opportunities uniting our team with HHCA, ECAH, HAND, OCS, MCA Ontario MCAO, MCA Canada and MCA America.

In 2016 ,MCAH and ECAH members raised \$1,040.00 for our “charity of choice” the Hamilton Health Sciences Foundation at our annual Golf Tourney. In addition, our annual donation in lieu of

Christmas cards revealed a \$310, 217.64 total contribution to date on behalf of our MCAH members. Steeped in tradition, the 56th Annual Bay Area Science & Engineering Fair annual scholarship award and judging was supported, World Plumbing Day promoted, a new e-newsletter introduced, website policy developed, Annual General Meeting witnessed solid attendance, along with the coordination of several member social networking events, which will introduce a reinvention of the Annual Christmas Party in 2017.



ONTARIO'S UNIONIZED ICI CONSTRUCTION INDUSTRY IS 23% SAFER
In Comparison to Non-Union Firms

- 23% Reported 23% lower rate of lost-time injuries requiring time off work
- 17% Reported 17% lower rate of musculoskeletal injuries
- 29% Reported 29% lower rate of critical injuries that put workers lives in jeopardy

A UNION SAFETY EFFECT EXISTS!

WHY CHOOSE UNION? + What Contributes to the Union Safety Effect?

- \$40 Million** Invested annually in specialized apprenticeship, upgrade and safety training for union tradespeople
- 95 State-of-the-Art Training Centres** Joint union-employer training centres in every region of the province ensure union trainees learn the skills, knowledge, production and safe work practices
- 1.7 Million** man-hours of training per year creates a highly skilled, well-trained workforce

UNIONIZED CONSTRUCTION WORKS.COM | A.O.C.S. | IN PARTNERSHIP WITH | B.A.L. | BUILDRIGHT

Finally, a new public conversation begins!

As a result of a successful Provincial MIAC Funding Application a Public Education & Communication Campaign is underway. The completion of a 50 year member manhour analysis ignited the formation of a joint Adhoc Subcommittee consisting of UA Local 67 Management, MCAH board of directors and staff (Promotion Committee/Local MIAC) who examined strategies throughout 2016. Based on the Ontario Construction Secretariat/IWH union safety effect research, this study scientifically verifies that union signatory contractors have fewer lost-time injuries than non-union contractors recognizing, **Unionized Contractors Are 23% Safer** <http://unionizedconstructionworks.com/safety/> Over the next year, communication tools; Billboards, Job Site Banners, Radio Ads & Interviews and a Fact Sheet Flyer will support a new public dialogue based on facts. Fewer lost-time injuries result in enhanced productivity on the jobsite and ultimately saves owners money. Contractors should take this positive message to owners/buyers of construction when promoting their services. Safety is a significant component of the union proposition.

McMaster University Committee

Greg Crawford

Greg Crawford (Chair), Jason Campbell, Paul Shewfelt, George Furness, Gary Matthew, Mike DiLallo, Kyle Getty, Wanda Heimbecker



The MCAH McMaster University Student Chapter continues to gain momentum through the hard work and determination of the students, the contracting community and their faculty advisor. This year, over year growth continues to be fueled by alumni and member companies who continue to mentor the students and provide industry insight with the hopes of encouraging these future leaders to pursue careers in the construction industry.

This past year was filled with new challenges as the students embarked on preparing and submitting their proposal to the annual MCAA Student Chapter Competition. This year's project took a different turn from past competitions. Rather than tasking teams to design/build or engineer the mechanical systems for a building or facility, this year's project required the teams - acting as the general contractor to the project - to assist and coordinate the completion of the design of the Chippewa Falls Waste Water Treatment plant's new improvements as well as to strategically plan

and execute a very detailed construction effort using all involved trades. Our team was also required to submit a preventative maintenance and service proposal. All with the understanding that the project must be planned to keep the plant open and operating during the renovation.

McMaster University Committee



The MCA Hamilton is thrilled with their results, a sixth place finish out of 24 submissions!!

The team scored an impressive 982 out of a possible 1,000 points and will receive a Certification of Merit along with a cheque for \$1,000.00 at MCAA's 2017 convention in San Diego in March. They also received a \$500 Technical Logistics Bonus for winning the preventative maintenance and service proposal, a surprise no one saw coming! In addition, members of the Student Chapter team will participate in the MCAA's annual general meeting with opportunities to network, witness winning student team presentations (top four finalist teams) to bring home their knowledge to next year's team.

On January 19, 2017 we held our "Annual Industry Night/Meet & Greet" event. Those in attendance were treated to a fabulous evening with the opportunity to meet and interact with 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. We hope to see you out at next year's event.

This year our Student Chapter hosted the 4th Annual Canadian Student Chapter Summit. Mechanical Engineering students from McMaster, the University of Waterloo, and the University of Toronto met with contractors and faculty to learn about the mechanical contracting industry and what it has to offer as a career of choice. Field trips included visits to Aecon Industrial and UA Local 67's Technical Trades Academy which included "hands on" sessions where the students got first-hand knowledge of what it's like to work in our industry. It was an enormously successful weekend bringing students and contractors together for sessions on the future of the construction industry (careers) and technological advancements in construction. On Saturday morning, students participated in a competition organized by Dr. Blake Wentz where they had to make presentations to contractors. The planning committee would like to extend a huge thank you to UA Local 67 and Aecon Industrial for providing an excellent learning experience to the students. This program was fully sponsored by MCA Canada, CEC, MCA Ontario, MCA Hamilton, MCA Toronto, MCA Kitchener-Waterloo, Victaulic and Aecon Industrial. Without their support this event would not have been made possible.

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 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.

The previous MCAH endowment funding contribution in support of the McMaster University Heavy Construction Chair establishes a management advisory board seat, bringing together industry and academia. Dr. Saeideh Razavi hosted the 8th annual advisory board meeting on February 9, 2017 in which board of directors received a development overview of the current year program initiatives. This was followed by their Heavy Construction Student Chapter (HCSC) Industry Night. The HCSC provides students with leadership industry experience through guest speakers and site tours which help to determine their own career paths.

Her teaching philosophy is to bring the experience of industry and government to her classroom through guest speakers, field trips, networking events and utilizing real-world projects. Updates include; her Construction Engineering and Management course for undergraduate students who worked on the Highway 401 & Cornwall Centre Rd., Bridge Replacement by Rapid Lift Method. In this project the students' hypothetical contracting firm was awarded a project and the students were responsible for building the preliminary schedule based on the original revenue, project margin, standard crews, standard production rates, project milestones and project constraints. The intention was for students to maximize resources to complete the project ahead of schedule and exceed the margin. At the end of the term in December 2016, the students presented their final projects to a panel of judges from AECON. It was good practice for the students to present in front of an industry panel and an overall successful course and collaboration. The students worked on the Highway 69 Construction Scheduling, Cost Estimating, and Schedule Improvement. This project was conducted with the help of AECON, which provided all documentation and data to the class. Dr. Razavi is preparing a Project Management and Engineering Economics course to be finalized by the winter of 2017. The course project will involve preparing a comprehensive bid proposal for a simple steel parking facility. This bid proposal will include an estimate, schedule and construction phasing plan.

Her current research, focuses on improving safety, mobility and productivity using connectivity, big data analysis, and smart systems. In 2016, Dr. Razavi had a number of research grants including a Natural Sciences and Engineering Research Council of Canada (NSERC) Discovery Grant focusing on location awareness in construction, an NSERC Engage Grant in collaboration focusing on smart phone application for construction site safety awareness, an Ontario Center of Excellence (OCE) and NSERC Grant focusing on advanced adaptive signal control systems using connected vehicle data, and an NSERC Engage Grant in collaboration with TREMCO focusing on quality and scale assessment of using unmanned aerial vehicles for roofing inspections. Also a number of proposals were submitted in 2016.

Since 2011, she has supervised or co-supervised 39 research students including PhD, master's, and undergraduate students as well 4 as a post-doctoral fellow. The undergraduate research students are broken down into those who assist with research projects and those who Dr. Razavi supervises or co-supervises for 1-year inquiry studies which include: proximity hazards identification and risk assessment, adaptive signal control for future cities, optimizing work-zone design and variable speed limits in work-zones, working with Chrysler on autonomous cars, linear construction projects new methods for scheduling and developing a framework for a comprehensive Occupational Health and Safety Risk Assessment (OHSRA) that can identify risks at both individual and workplace levels.

Dr. Razavi will be on 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 plans to travel to and collaborate with the University of Cambridge and University of Liverpool on research, spending time at each university.

Hamilton-Halton Construction Association Report Labour Relations Committee Report

Henry Hildebrandt
Anthony DeChellis/Paul Shewfelt

Henry Hildebrandt, MCA Hamilton Representative to the HHCA Board of Directors

Anthony DeChellis, Paul Shewfelt, MCA Hamilton Representatives to the HHCA Labour Relations Committee

Every year is busy at the HHCA and 2016 was no exception. One of their biggest goals for 2016 was a renewed focus on member service. With the help of their Membership Committee, HHCA staff successfully developed a new member onboarding program, membership orientation sessions and the return of membership certificates sent out to each member upon their renewal.

HHCA announced their partnership with Habitat for Humanity Hamilton to sponsor a home in celebration of their centennial in 2020. This ambitious project is being led by the Women in Construction Group and involves raising a total of \$200,000 through a combination of in-kind and cash donations. They have received their first donation: the Hamilton Port Authority will receive soil from the build once it's underway.

More than 2,000 jobs were posted in BestBidz, the electronic plans room. HHCA continues to work with our local area construction association partners to improve relations, streamline processes, share jobs and eliminate duplication of effort. Sue Ramsay their General Manager was personally involved in negotiating multiple opportunities for the partners in 2016 and we hope they will wrap up in 2017.

The Young Leaders Group continues to grow and evolve, hosting its most successful event in the last 10 years at Serve Ping Pong in December 2016. The group is looking to focus more closely on professional development opportunities in 2017 and further expand membership. The Regional Construction Safety Group enjoyed another successful year with a 2015 rebate of just under \$1.6 million dollars. HHCA continues to work to educate our members about impending changes to the Workplace Safety and Insurance Board's rate framework and recruited 15 new companies to the program.

The Labour Relations Committee members consist of 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. Their goals and objectives include; 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

How would I summarize 2016? We looked back, to move us forward.....The intuitive, astute leadership of your board of directors perpetuates new research and innovative engagements. Several project commitments are directed to cost save and improve market share development optics for our unionized contractor members. New implementations are now underway with results to be tracked and effectiveness measured. Our quest to obtain federal governments to reduce costs related to the hiring of new employees and training of existing and new employees is just getting started. Our hard work was rewarded, resulting in a successful Provincial MIAC Funding Application to establish a Public Education & Communication Campaign reinforcing the scientific study **Unionized Contractors Are 23% Safer**. Future updates will offer reinforcement value and provide the details of our supportive efforts.

Productivity and best practices are reflected throughout your association's daily operations management. Cost savings, our new e-newsletter, streamlining procedures, policy creation while adapting to our changing environments bring rewards of remaining current while forecasting forward. There is a strong core membership, as retention introduced a minor 2% change as firms relocate; new companies join while absent members are always encouraged to experience our benefits of engagement.

Committee reports represent mandate efficiencies, solid committee structures and recognize the strength of volunteerism essential for your not-for-profit association. In 2016 a total in kind contribution value of \$12,400.00 was received revealing an impressive \$76,112.55 total in cost savings since the Associate Member Committee was formed seven years ago. Our impressive Student Chapter continues their award winning track record while collaborations with industry partner, UA Local 67 unify cultures and align goals. Board and staff representation on 21 local, municipal, provincial and national industry committees are activity engaging business networks while eliminating boundaries. In addition, my capacity as an economic development advisory board member to council, liaison with local and provincial committees addressing aboriginal trades, women in construction/equitable hiring with community shareholders establishes communication channels.

"Unity is strength, collaboration fuels our collective intelligence"

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Past Presidents

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