

# ANNUAL REPORT

## Mechanical Contractors Association Hamilton Niagara

Presidents Report 1-2  
Anthony DeChellis

MCA Ontario Report 2  
Serge Robert, President  
Jason Campbell, Director  
Pat Cimek, Director

Construction House 3  
Anthony DeChellis, Director

Associate Member Committee 3-4  
Michael Leone, Chairman

Labour Management Health & Safety Committee 4  
Kyle Getty, Chair  
Wanda Heimbecker

J.A.T.C. 4-5  
Joint Apprenticeship & Training  
Lorraine Waller, Co-Chair

Nominating Committee 6  
Jason Campbell, Past President  
Anthony DeChellis, President  
Greg Crawford, Vice President

MCA Canada Report 7  
Dave Holek, President & Chair  
Jason Campbell, Director

Education Committee 8  
Anthony DeChellis, Chairman

Promotion Committee 9  
Greg Crawford, Chairman

McMaster University Committee 10  
Kyle Getty, Chairman

Young Emerging Professionals Committee "YEP" 10  
Kyle Getty, Chairman

Hamilton Halton Construction Association / Labour Relations Committee 10-11  
Jim DiNovo, Chairman

Association Manager's Report 11  
Wanda Heimbecker

Past President's & Mandate 12

### Presidents Report

**Anthony DeChellis**



This past year we have all had to deal with challenges unprecedented in our lifetime. The COVID-19 Pandemic has changed all of our lives in ways that were unimaginable a very short time ago. The social and economic impact of dealing with this public health emergency has been significant for each one of us, and continues to change the way we live.

Many industries had no choice but to shut down and shutter operations as the Government took measures to stem the COVID-19 outbreak. Essential services were permitted to continue, which included various sectors of our Industry. There is no doubt that a significant portion of our business was impacted, but we were able to continue working.

Never before has the importance of what we do and how we do it been more critical. While the government acknowledged the importance of the Construction Industry thus allowing work to continue, a significant onus was placed on all of us to develop safe work practices and protect our workers.

Through collaboration in all parts of the industry we have been able to meet this challenge. Our Contractor Associations, through MCAO and MCAC, were able to facilitate several guidance documents to assist us. Our clients have supported and reinforced guidelines for safe work practices, and our Union Partners have worked hand in hand with us every step of the way to collectively ensure that we are all working safely. There is no doubt that Union ICI Construction has led the industry in working during this pandemic.

The fact that Construction was deemed as an essential industry validates the importance of everything we do. During a time when the general public was advised to shelter in place or work from home, our teams went to work. We must acknowledge our trade's people, project teams, support staff, and everyone who goes to work every day to keep the industry moving, and we must remain committed to making sure we are doing everything we can to keep them safe.

Prior to the Pandemic, the biggest challenge the association faced was the collective agreement which was up for renewal on May 1, 2019. Unfortunately a brief work stoppage was encountered, but the associations and union were able to reach an agreement without a prolonged interruption to our work.

At the local level negotiations with UA Local 67 were completed in a fair and timely manner, and we recently completed negotiations on the PRCO agreement. Our overall man-hours for 2019 were stable prior to the Pandemic. Our association remains financially healthy, and the amalgamation of the Hamilton and Niagara zones continues to solidify our financial position.

Our various subcommittees have also been hard at work doing their best to ensure our members get the most out of their membership in the association. Our education programs continue to be strongly supported by our membership, and our association continues to seek out and offer new and relevant programs. The subsidies we offer our members continue to be an important part of our strategic plan to return value to our members and improve the industry.

Our Student Chapter continues to lead by example for other Canadian Student Chapters. This past year our group hosted the Student Chapter Summit in Niagara-on-the-Lake, and it was a very well attended and engaging experience. Our team placed in the top 10 at the MCA America competition, and our student chapter Meet and Greet Industry Night for employers was a smashing success again as it was filled to 100% capacity.

The Local MIAC, Promotion Committee, and UA Local 67 have worked with funding from the provincial MIAC office to launch a public awareness campaign in the Hamilton and Niagara regions, highlighting the fact based research that unionized contractors are 23% safer than their non-union counterpart.

## Presidents Report

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

I would like to thank our directors for their commitment and time dedicated to the various subcommittees, including; Associate Members, Education, JATC, Labour Relations, Local MIAC, McMaster University, Young Emerging Professionals (YEP), and Promotion Committees. The following reports will provide you with a glimpse into the significant activity and contributions made.

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

In my final term as President I must say that it has been a true honour serving through the consolidation of MCA Hamilton and Niagara. It has been an experience that I will always cherish, and I have been fortunate to meet and work with so many great people.

I would like to acknowledge and thank everyone who helps to make MCAHN a valuable partner and resource to our members and industry peers. I would also like to personally thank our Association Manager, Wanda Heimbecker, for her amazing support during my three years as President of the Association, and for everything she does to keep the association moving forward with enthusiasm.



Anthony DeChellis, President MCA Hamilton Niagara

## MCA Ontario Report

**Serge Robert, President / Jason Campbell / Pat Cimek**

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

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

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

The MCAO continued to promote and facilitate the provincial safety group designed to assist Members in meeting or exceeding safety standards while maintaining good status with the Ministry of Labour and WSIB.

We negotiated a renewal of the Provincial ICI Collective Agreement, a printed copy as well as pdf version will be available in the first half of 2020.

We were most fortunate to, once again, have outstanding support and participation at our Annual General Meeting/Conference – that, during 2019 included a visit to Barcelona; and was attended by some 170 people.

MCAO continued its active involvement in affiliated groups including the Construction Design Alliance of Ontario (CDAO) and the Construction Employers Coordinating Council of Ontario (CECCO), which are designed to exchange industry-related information and promote common interests to the Government and other stakeholders.

Our Executive Vice President, was appointed to the Ontario Construction Secretariat (OCS) Board of Directors by the Minister of Labour for 2020-2022. As a joint labour-management organization, OCS is dedicated to enhancing Ontario’s unionized ICI construction industry by developing relationships, facilitating dialogue, and providing value-added research.

We also thank Brandon Pageau for his service to MCAO as we welcome Steve Coleman’s return as our Executive Vice President.

## Construction House

**Anthony DeChellis**

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



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

2019 represented the continued monitoring of supplier service agreements in the areas of interior and exterior maintenance, landscape maintenance, roof cleaning, electrical, plumbing, seasonal HVAC servicing, snow removal, and cleaning services. The Trust Agreement was also updated to reflect the MCAHN legal name change.

The newly renovated storage space in the lower level is now fully utilized by all owners. Back Flow Prevention By-Law changes were examined, as all owners agreed to proceed with required upgrades. HVAC heating and cooling thermostat improvements and controls continue to be monitored. While larger investment discussions and budgeting reviews will address the desired interior design and technology/communication system upgrades for all board meeting rooms. The ten-year Building Condition Assessment and Cost Replacement Strategy remains the guiding planning document to establish timelines for leasehold directives.

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

## Associate Member Committee

**Michael Leone**

*Michael Leone (MCAHN Director Chair), Lorraine Waller (MCAHN Director), Paul Prochowski, Flocor (Committee Chair) Nikki Laskin, Aon (Treasurer & Past Chair), Tim Caldwell, United Rentals (Secretary), Claudia Mamros, iCinfo (MCAHN Connect Editor in Chief), Brad Saplywy, Lancaster Group, Mike O'Neill, ICON Insulation, Gordon MacDonald and Marcell Marshall, Reliance Worldwide Corporation (Canada), Jason Stit and Jose Kocsis, IT Force, David Bisson, Armour Valve, Tina Molinaro, First Ontario Credit Union, Wayne Thompson, Lifting Gear Hire, Ed Carney and Bruce Glover, Kilmer Environmental Inc., Wanda Heimbecker and Amanda Malaga MCAHN Representatives*



The company representatives leading the MCAHN Associate Member Committee bring creativity and passion to our association. Their contributions increase your membership benefits while introducing new business development opportunities. Since their inception in 2010, associate members have contributed \$119,251.45 in generous goodwill through in-kind education services and gifts to our not-for-profit organization.



Throughout 2019, an additional \$4,632.92 of in-kind cost saving donations was contributed. First Ontario Credit Union offered a complimentary education session "Getting Your Financial House in Order" while annual events and activities generated significant contributions for our Student Chapter, Golf Tournament, Winter Wine Dine & Dance and 54th Annual General Meeting and

Trade Show. Thank you for your generosity! Anvil Canada, First Ontario Credit Union, Flocor, iCinfo, IT Force, Reliance Worldwide Corporation (Canada), Schooley Mitchell and MCAHN industry alliance OSC Ontario Construction Secretariat..

## Associate Member Committee

Under the leadership of their dedicated Executive Committee, Paul Prochowski, Flocor (Chair), Nikki Laskin, Aon (Treasurer & Past Chair), Tim Caldwell, United Rentals (Secretary) and Claudia Mamros, iCinfo (MCAHN Connect Editor in Chief, this industry supplier committee welcomes all members to join their regular meetings to fulfill their **Terms of Reference:**

- \*Support the Mechanical Contractors Association Hamilton Niagara**
- \*Offer support to enhance - education, industry networking, promotions, partnerships, the sharing of technical knowledge, and resources**
- \*To promote and grow our Associate membership**

Operating financially independent from MCAHN, each year an annual voluntary \$50 donor contribution is requested by each associate member firm from this committee. Funds are reinvested back into our not-for-profit association, as directed by this committee on the behalf of all associates. Every fall their Annual Pub Night establishes a social platform for our newly formed Student Chapter team to reveal their Competition Project while generating mentor support. 2019 also introduced their new monthly "MCAHN Connect" as a means to share valued discounts, special deals, whitepapers, articles and company events. Complimentary listings are offered to all associate members and crossed promoted through several membership and online platforms. Their longstanding Member Plus Program is also designed to offer cost saving to save member companies money by offering free education training solutions, preferred rates, exclusive discounts or one-time introductory offers to build new business relationships. Offers are also extended to UA Local 67 members. Cost savings await you if your company and employees use any of the services offered by Aon, First Ontario Credit Union, Federated Insurance, Graphix Works, iCinfo, InnVest/Choice Hotels -Corporate and Crew Accommodations, J.H. Young & Sons Ltd., Sheraton Hamilton Hotel, and The Printing House Limited. On behalf of the MCAHN board of directors and staff "thank you" for your leadership and valuable goodwill, together our partnership strengthens our industry and our association!

## Labour Management Health & Safety Committee

**Kyle Getty**

*Kyle Getty (Chair), Wanda Heimbecker*

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

**The Annual IHSA Report, Safety Bulletins and helpful industry resources can be located at [www.ihsa.ca](http://www.ihsa.ca)**

## Joint Apprenticeship & Training Committee

**Lorraine Waller**

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

The JATC committee for 2019 consisted of the following team members: Nathan Bergstrand -UA Business Manager ; Geoff Roman -UA Business Agent ; Don Krieg -UA Business Agent ; Dale McGavin -Training Co-Ordinator ; Ken Luxon -UA Business Agent and Contractor members Pat Cimek, MCAHN Director/ES. Fox Ltd., Greg Crawford, MCAHN VP/ CIMS Ltd. and Lorraine Waller, MCAHN Director/Matrix NAC. As a matter of reference and protocol all JATC quorum meetings require a minimum of two UA 67 representatives (Training Co-Ordinator cannot cast subject matter vote) and two Contractor representatives.

Throughout 2019 the JATC total income was approximately, \$1.5 million representing income from various streams such as Work Ready Training Income, Member Contributions, Grants, etc. JATC expenses throughout 2019 totaled approximately, \$1.2 million representing continued oversight of spending to maintain a bottom line of approximately \$250K.

The 2019 year saw the JATC holding a continued focus towards apprentice intake to support our industry needs. Each monthly committee meeting incorporated this focus of apprentice interviews and 2019 saw our intake numbers go to 63 new apprentices between interviews and organizing efforts. On average local 67 supports approximately 300 apprentices at any given time, with the average ratios being 50% Plumbers, 25% Steam-fitters and 25% Welders.

## Joint Apprenticeship & Training Committee

As mentioned in previous reports much of the heaving lifting towards apprentice candidate selection is completed ahead of these final interviews through a stepped process - UA application process; UA Training Co-Ordinator screening utilizing new software for applicant screening; followed by the committee interviews. We wish all new and current apprentices' success as they work towards their long-term career path.

Governance policies are in place with the revised JATC policy book being delivered to all apprentices during a mandatory meeting held May 1, 2019. This meeting also provided the attendees with a special guest speaker - Nic Bittle, founder of Work Force Pro, who engaged the audience on three key presentation modules with a primary focus on continuous self-improvement. [www.NicBittle.com](http://www.NicBittle.com) Nic's delivery and messaging was well received and many of the apprentice attendees expressed their appreciation of the presentation, finding it to be engaging and valuable. It is also important to note that these meetings are open to our member contractor representatives, as we continue to jointly build solid support towards the betterment of our apprentices and contracting membership.

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

As noted in previous years, your JATC encourages all contractor members to submit apprentice employer evaluation performance forms throughout the year. This tool is used regularly by the JATC to assess apprentice performance, as well as areas for skill improvement / training and your important feedback is valuable to maintain The Standard of Excellence Model, while adhering to industry standards. A hearty thank you goes out to all JATC committee members who consistently demonstrate their commitment to our apprentices, trade training and industry initiatives.

As a means of "future readiness", UA67 participates in many outreach programs to bring awareness to a career in the trades. In 2019, UA67 apprentices volunteered their time and spirit towards the Epic Jobs 2019 event held in Brantford, ON where approximately 1800 Grade 7 & 8 students from across the Grand Erie region were afforded the experience of soldering a ½ inch copper fitting when they visited the UA67 booth. This interactive experience was a resounding success allowing students to try "hands-on" learning while meeting and being supported during the experience by our current apprentices. Well done by all involved.

The following represents a glimpse of UA67 apprentice accomplishments while participating in the 2019 Skills Ontario Competition. This unique 3-day event promotes all trades at secondary and post-secondary levels and it is

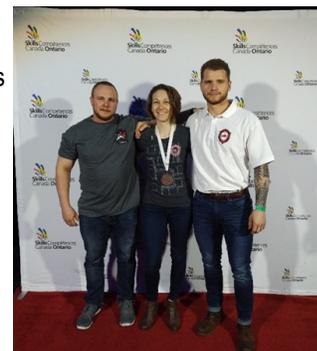
2019 Course Name	Regularity
EWP	13
FORKLIFT	11
WAH	10
WAHR	42
Intro to Medgas and Backflow	1
Backflow Recert	3
Welding Level 1	1
Welding Level 2	1
Welding Level 3	1
Heritage	7
Blueprint	1
Joining Methods	1
Rigging NAUSC	2
Weld Red Seal Prep	1
Layout and Pattern	1
Propane in Construction	1
Pre-Licence Plumbing	2
First Aid	2
Broderson	3
Broderson Recert	2
Basic Math	1
NAUSC Fusion	2
Basic Safety Part 2	1

considered an honour just to compete in the event. Local 67 traditionally enters and supports 3 apprentices each year for our represented trades - Plumber, Steamfitter and Welder. Once again in 2019, UA Local 67 sent Rachel Hesketh as our Plumber apprentice, Braedan McIntyre as our Steamfitter apprentice and Juston MacKay as our Welding apprentice. All represented UA local 67 at this very high level and we hope that they learned new skill sets along the way. UA Local 67 had the honour of Rachel Hesketh placing 3<sup>rd</sup> in Post-Secondary Plumbing. Winning this competition means, Rachel is the 3<sup>rd</sup> best plumbing apprentice in Ontario! Not a small accomplishment. [www.skillsontario.com/competitions/post-sec](http://www.skillsontario.com/competitions/post-sec) Congratulations to all the above apprentices, may your achievements continue to grow and strengthen!

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

The following breakdown represents an overview of the UA 67, 2019 apprentices by discipline.

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	41	21	9
2nd	32	10	7
3rd	28	12	14
4th	31	10	N/A
5th	57	19	N/A
TOTAL:	189	72	30



In closing, as the committee files this report all JATC training was suspended March 13, 2020 due to the impacts of COVID19 and continues to be closely monitored with innovative initiatives for alternate training deliveries being analyzed and reviewed.

## Report of the Nominating Committee

**Jason Campbell**

In accordance with Article 6(f) of the Constitution, the Nominating Committee has met and presents the following slate of member company representatives to be elected to the Board of Directors for the Year 2020-2021.

All have signified their acceptance of nomination.

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

\* Non-voting Director/Immediate Past President

The board consists of eight (8) Members plus 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 (10<sup>th</sup>) 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.

## MCA Canada Report

## Dave Holek, President & Chair/ Jason Campbell

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



### New Changes, New Challenges and a Shifting Landscape – A Year in Review for MCA Canada

The year of 2019-2020 may not have been the year that was planned, but it will certainly have a lasting impact. Following up on a very successful Annual National Conference in October 2019, the focus at MCA Canada was a lookahead to the future of your national association. With more than 100 years of history, the Mechanical Contractors Association of Canada remains committed to providing the resources, advocacy and the tools to help our members succeed in their business, and we were very excited to begin strategizing what the future of the association might look like.

Needless to say, the early part of 2020 brought some new changes and challenges to association. First, March 2020 saw a change of leadership at MCA Canada. After close to two years, MCAC's CEO Pierre Boucher announced his departure from the association, and the MCA Canada Executive Committee announced the appointment of myself as the Association's new Chief Executive Officer, and Ken Lancaster as the new Chief Operating Officer. With a combined 30 years of experience in the national association sector, it marked an exciting new shift for the association and we were honoured to take on these new roles with MCA Canada.

As a national association of close to 1,000 members, MCA Canada represents a variety of interests in the mechanical contracting sector. Our members are as diverse as the country is large, and the challenges being experienced in one part of the country may not often align with challenges in another area. To address this diverse membership, we were very excited to undertake a new strategic plan to ensure the association is best representing its members from coast-to-coast-to-coast. While this new strategic planning was to begin in early March, the impact of the COVID-19 pandemic required a shift in focus at MCA Canada.



Instead of planning and preparing for the future of the association, much of the work in early 2020 was focused on supporting member interests as the industry grappled with the challenge of an unprecedented global pandemic. This has included federal and provincial advocacy with our provincial MCA partners across Canada, resource development to help address member concerns, and education and information on a variety of topics related to COVID-19, from health and safety guidelines, to the impact costs our members have incurred as a result of these unique times.

As an association, we have also worked closely with like-minded organizations such as the Canadian Institute of Plumbing and Heating (CIPH) and other national industry associations to ensure our members' voices have been heard, and that our industry is regarded as an important piece of the efforts to help rebuild the Canadian economy. We have seen some great dialogue with governments at all levels, and we continue to work hard to advocate on behalf of our members.

Which brings us to the future of MCA Canada and our strategic planning. At the cornerstone of this is the vision that MCA Canada members across Canada should be recognized as the best in the industry, and that the tools and resources we provide at the national level can help our members achieve this. Whether it is through education, best practices for the industry, advocacy with government and key industry stakeholders, or information and resources to help your business, our focus will remain on helping our members achieve success in their business.

As I mentioned, this year may not have been exactly what was planned so far, but it will certainly have a long-lasting impact. While the COVID-19 pandemic has resulted in significant changes in how we do business, it has also provided an opportunity to look at what we do and to identify what is most important to our members. In a roundabout way, these unique challenges have also provided opportunity to reflect on the work we do and the future strategic plan for MCA Canada.

As the dust somewhat settles on what has been a disruptive year so far, we are looking forward to diving into new planning and strategy sessions to help identify where to best dedicate our resources at the national level. We will be working closely with our provincial and zone MCA partners across Canada as we develop this new plan, and we are excited to dialogue with as many of our members as possible in the coming months to ensure we are best representing the interests of those members.

Respectfully submitted,  
 Dave Holek, MCAC President and Chair  
 Tania Johnston, MCA Canada Chief Executive Officer

## Education Committee

**Anthony DeChellis**

*Anthony DeChellis (Chair), Scott Wright, Kyle Heywood, Jane Gowing, Bryce Jones, Wanda Heimbecker*



Our construction employers should take pride, in 2019 our Annual Scholarship Awards legacy program marked its 25th year of supporting the future success of today's young professionals! If that wasn't enough, we also sponsored a new Women in Mechanical Construction scholarship award!

Worthy of igniting more than a little inspiration, MCAHN employer member contributions fund up to twenty \$1,000 scholarships to exceptional students, who are

children of salaried employees of their contractor member companies. Student scholarship recipients are ambitious in nature as they are entering or currently enrolled in universities or colleges across the world. The selection criteria awards young applicants who maintained an exceptional grade average, established an outstanding commitment to their community through leadership, volunteerism, overcoming obstacles, and demonstrated interest in the mechanical contracting industry or their chosen field of study.

*"Through this process, we meet insightful young leaders who are building a path forward to live their best life possible while elevating their own environments,"* shares Wanda Heimbecker, MCAHN Manager. Since 1995, an education investment geared to support young professionals continues to generate significant interest within this southern Ontario unionized construction employer network, proudly serving Hamilton, Niagara, Halton, Brant, Haldimand and Norfolk Counties. The MCA Hamilton Niagara McMaster University Student Chapter \$1,000 Scholarship managed by Dr. Stephen Veldhuis, Associate Professor and Director McMaster Manufacturing Research Institute, of the Department of Mechanical Engineering is also awarded. This year a tie introduced two lucky recipients, Jason Dales and Kristin Bennett.

Mechanical Contractors Association Hamilton Niagara President/Education Committee Chair, Anthony DeChellis remarks, *"We take pride in our legacy program commitment. Our employers are not only building safe communities but investing in our next generation of professionals representing an integrated approach to achieving and recognizing performance excellence."* This year's Scholarship Selection Committee involved Past Presidents, MCAHN Board of Directors and member volunteers, Honourary Life Member Ron Marcotte, Past President Bill Patterson, Education Committee Chairman/Mechanical Contractors Association Hamilton Niagara President Anthony DeChellis, MCAHN Director, Scott Wright, and Contractor/Education Committee Member Kyle Heywood. A discreet numbered judging criteria is established, where each panelist independently submits their selections, without knowing the choices made by other committee members.

Kristin Bennett was also presented with the 1st Women in Mechanical Construction \$1,000 Scholarship sponsored by the Mechanical Contractors Association of Hamilton Niagara [www.wimc.ca](http://www.wimc.ca) MCAHN Director/McMaster University Committee Chair, Kyle Getty presented the award in conjunction with the Construction Education Council and Mechanical Contractors Association of Canada (MCAC). This award emphasizes the importance of education and the desire to encourage women to enter the mechanical contracting industry while recognizing individuals who attain a high level of academic achievement

Since the program's inception in 1995, managed by the MCAHN Education Committee, contractor employer remittance dues have funded over \$485,000.00 in awarded scholarships to Southern Ontario students. Congratulations to this year's recipients!



In 2019 a \$25,000 investment was budgeted to fund employer member training subsidies and programs. Two programs provided employer cost relief, the Project Management – winter session and Advanced Project Management. Both programs reinforce industry standards for high performance professionals offered through MCA Canada's Construction Education Council. Also, a new innovative discussion and commitment took shape which resulted from education research obtained through our MCA America network. The "Cost of A Manhour" program received preliminary approvals through a sponsorship partnership with our Joint Apprenticeship Training Committee/UA Local 67 to be offered at their Mandatory Apprentice Meeting as COVID-19 placed this program on hold. We continue to invite members to contact us with your training ideas, which can translate into innovative programs.

## Promotion Committee

**Greg Crawford**

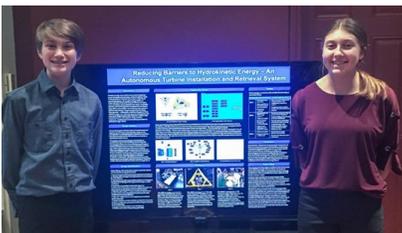
*Greg Crawford, (Chair), Michael Leone, Dominic Fazio, Jim DiNovo, Kyle Getty, Wanda Heimbecker*

Valuable industry relationships within our global network, reinforce the association's solid structure, relevance, and ability to engage with purpose. Our diverse mandate is fulfilled, as we achieve new organizational leadership platforms through each association's subcommittee actions along with external committee appointments. The Promotion Committee engages, and recognizes all members and annual activities through annual social events, establishing programming and member participation opportunities, supporting economic development initiatives, charitable giving, strengthening industry alliances and collaborations. Several communication platforms recognize participants and outcomes through media releases, newsletters, announcement briefs, social media and our annual report.

Thank you to our 2019 MCAHN member event partners and industry collaborators. Many directives reinforce business practices, industry priorities; identify aligning opportunities with MCA Ontario, MCA Canada, MCA America, Ontario Construction Secretariat, our JATC, UA Local 67, Local MIAC, ECAH, HHCA, HAND along with our affiliate zone offices.

Construction professionals united at our industry events, as the 54<sup>th</sup> Annual General Meeting brought an engaging "23% SAFER and Beyond: The Union Safety Effect" update from Keynote Speaker Robert Bronk, Chief Executive Officer, Ontario Construction Secretariat [www.23safer.ca/](http://www.23safer.ca/) Hospitality, and fellowship followed while showcasing our outstanding industry suppliers at our annual tradeshow. Recognitions included Dr. Stephen Veldhuis our McMaster University Student Chapter facility advisor for his leadership excellence, retirement wishes to Dennis Costello our Associate Committee Chair and an honourable legacy toast to Don Stewart our cofounder who recently passed in his 95<sup>th</sup> year. [www.mcahamiltonniagara.org/downloads/2019-MCAHN-Thank-you.pdf](http://www.mcahamiltonniagara.org/downloads/2019-MCAHN-Thank-you.pdf) Our Winter Wine Dine & Dance event hosted at the Sheraton Hamilton Hotel attracted a larger crowd ready for a little pre-Christmas fun. Kudos to our brave President Anthony DeChellis for sacrificing his safety for the sake of his members entertainment, who bravely "went under the knife" to be sliced in half by Canada's only four-time Guinness World Record holding illusionist Lucas Wilson. Now that's leadership!

Our 22nd Annual Mechanical Contractors Association Hamilton Niagara & Electrical Construction Association Hamilton "Charity" Golf Classic partnership raised \$4,438.55 for the CHML Y108 Children's Fund supporting the Christmas Tree of Hope campaign. Proceeds are raised from tourney admissions, sponsorship, and two draws. MEET OUR GENEROUS SPONSORS & "Best Action Shots" GOLFERS! [www.mcahamiltonniagara.org/downloads/temp/2019-Golf-Photos.pdf](http://www.mcahamiltonniagara.org/downloads/temp/2019-Golf-Photos.pdf)



Congratulations to Bay Area Engineering Science Fair MCAHN Award recipients! Senior grade 11 students, Mitchell Clapperton and Maya Clapperton won for their submission "Reducing Barriers to Hydrokinetic Energy - An Autonomous Turbine Installation and Retrieval System". Water energy has the potential to power the world four times over without the fundamental limitations inherent in other forms of renewable energy. Hydrokinetic energy could play a significant role in harnessing this potential, however, the inability to cost-effectively install and maintain turbines has prevented their widespread utilization. This project involves the engineering design, programming and development of an autonomous transport system for hydrokinetic turbines. Thank you to this year's judge Bill Patterson.

Did you know, MCAHN membership goodwill is changing lives? Over the past 29 years, MCAHN 'Gift of Health' donations to our 'charity of choice' the Hamilton Health Sciences Foundation is helping to preserve local quality healthcare. Last Christmas we revealed our new charitable gifts total of \$295,395.45 as an annual donation in lieu of Christmas cards was directed to Health Hamilton Health Sciences Foundation (HHSF) on behalf of our members. Past collaborations have also included the United Association Ontario Provincial Pipe Trades Council, UA Local 67 with generous support from MCAHN's provincial office, the Mechanical Contractors Association Ontario, which introduce our impressive total local investment. Should you have interest to help us continue to support HHSF through the McMaster Children's Hospital Foundation, gifts can be accepted through the MCAHN member portal, visit [www.hamiltonhealth.ca/MCAHN](http://www.hamiltonhealth.ca/MCAHN) Our association takes pride in representing our local area employers through our annual community reinvestment and "goodwill" stewardship within the communities we work, live and play.



### MCAHN Board of Directors

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



## McMaster University Committee

**Kyle Getty**

*Kyle Getty (Chair), Jason Campbell, Greg Langdon, Wanda Heimbecker*

**S**ucceeding through adversity! What a year to be graduating and entering the work force. Luckily, this year the Student Chapter Club from McMaster University adapted and met the challenges head on. The plan was for this group of students to represent the MCAHN and Canada in the international competition at the MCAA in Hawaii this year. The team was comprised of a mix of six Civil and Mechanical Engineering students, who were tasked with submitting a bid package for mechanical work to be completed on an upgrade to the mechanical services to a low rise complex in New York. Due to the global travel bands that struck just prior to the MCAA event, the team was waylaid and missed the conference. As one would expect, this group demonstrated the utmost professional approach and continued to focus on their final studies. The program has continuing support from Dr. Stephen Veldhuis as the facility advisor. His guidance and support, in combination with the help of many associate members of the MCAHN resulted in another top ten finish. The team from McMaster was awarded a sixth place finish out of 59 schools and 33 submissions. Congratulations!



*(Photo Left to Right): Jeremy Bradley, Saud Ahmed, Jason Dales, Kristin Bennett, Yasmin Jad Allah, and Brett Pajor*

During the 12th Annual “Meet & Greet” Industry Night, employers interacted with McMaster Mechanical and Civil Engineering students. It was a full house and lots of great connections were made that evening. If you are looking for exceptional talent to bring into your organization, this event provides a relaxed environment to seek engagement from a broad range of students and skill sets. Whether you are looking for interns or to fill a full time position you will find your future leaders at this event. Thank you to all of our 2019-2020 Donors! It is with appreciation, we recognize our member companies and clients who open their facilities to the students providing them with real world experiences that cannot be generated in the classroom alone.



The McMaster Student Chapter success is a result of your engagement along with the dedicated leadership of faculty advisors such as Dr. Stephan Veldhuis in partnership with Dr. Saeideh Razavi, Chair of Heavy Construction – McMaster University. MCAHN hosted the 7th Annual MCA Student Chapter Summit in January organized by MCAC/CEC. Between networking, site tours of the ‘experience Behind the Falls’ and Great Wolf Lodge and working sessions, the group was able to squeeze in some fun! MCAHN was proud to return as a renewed sponsor, as partnerships with MCA Ontario, MCA Manitoba, and MCA Toronto are revealing new chapter development across Canada.

MCAHN’s endowment funding contribution in support of the McMaster University Heavy Construction Chair establishes a management advisory board seat, bringing together industry and academia. Their annual Heavy Construction Student Chapter (HCSC) Industry Night provides students with leadership industry experience through guest speakers and site tours which assist students to determine their own

career paths. Dr. Razavi and her research group continue to investigate transformative applications of cognition for enhanced digital intelligence in connected mobility and smart construction. Safety in the workplace is an area of interest for her research group. They are also addressing workplace injuries and fatalities. As a member of the School of Geography and Earth Sciences, she received the Best Paper Award in 2019 for her work on safety leading indicators in construction from the Human Factors and Ergonomics Society and is appointed to the provincial “Hamilton Transportation Task Force” to support the Government of Ontario for \$1 billion capital investment in transportation and transit projects in Hamilton.

## Young Emerging Professionals Committee “YEP”

**Kyle Getty**

*Kyle Getty (Chair), Michael Leone, Wanda Heimbecker*

**M**CAHN has started the foundation to create a well structured and beneficial group focusing on Young Emerging Professionals (YEP). With support from MCAC, we will be growing a new generation of professionals where the focus will be on networking, mentoring and building on a strong foundation of knowledge with the next generation of leaders in the industry. If you don’t consider yourself to be a Young Emerging Professional anymore – don’t worry! We will be looking for seasoned mentors as well. MCAHN will be reaching out to the members with more information in the upcoming months.

## HHCA/Labour Relations Committees

**Jim DiNovo**

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

**2**019 was another important year for the HHCA, the local industry and the provincial construction landscape. The City of Hamilton, when offered the opportunity through Bill 66, the Restoring Ontario’s Competitiveness Act, opted for open tendering. The government named ADR Chambers to serve as the Authorized Naming Authority, and prompt payment and adjudication provisions in the Construction Act came into effect on October 1st. The City of Hamilton again exceeded \$1 billion dollars in building permits, hitting that milestone in an unprecedented 8 months, and the government of Ontario cancelled the LRT project right before the Christmas holiday.

## HHCA/Labour Relations Committee

There were also big changes to Ontario's health and safety system. After more than a year of consultations with safety group sponsors, including the HHCA, the WSIB launched the Health & Safety Excellence Program in November. The new program offers individual rebates run twice annually, financial and non-financial incentives and more flexibility. The HHCA is an approved provider and we're confident the new program will lead to positive health and safety outcomes for our members. That same month the Ministry of Labour, Training & Skills Development launched the long-awaited Accreditation program – Supporting Ontario's Safe Employers. As in previous years, the HHCA demonstrated leadership in health and safety through our membership in the League of Champions and a full roster of events during Occupational Health & Safety Week.

The HHCA Legacy Build continued to be a large area of focus as staff and members of our Women in Construction group worked to organize the Legacy Build Casino Night on October 4th at the Grand Olympia. After almost a year of planning that event attracted numerous sponsors, 175 attendees and raised over \$30,000 for the Build.

For the HHCA, 2019 was a year of partnerships, new and old. We worked with Workforce Hamilton to host a focus group on the skilled trades and apprenticeship system in our region, we submitted a proposal to Mohawk College's "The Agency" and students from their broadcasting program are currently working on our 100th anniversary video. We connected with McMaster University and their history students are investigating our achievements with unexpected enthusiasm. And we're pursuing a partnership with a software and technology company to provide our members with a project opportunities platform and associated tools that will save member companies time and money.

## Association Manager's Report

**Wanda Heimbecker**



I find it somewhat extraordinary that a team so small can have such a mighty influence on the broader industry. 2019 was a highly successful year, due to the stability of our dynamic leadership team working on behalf of our members. Our MCAHN board and committees executed a number of highly praised accomplishments, our association remained financially stable while policy and advocacy work was impactful based on industry best practices. Our organizational culture represents a keen willingness to explore new conversations, renewal possibilities, trends, and innovation.

As manhour contributions, contractor and associate membership levels remained steady, member engagements increased through event attendance and sponsorship contributions. In 2019 generous in-kind contributions reveal an impressive \$119,251.45 total to date through complimentary education services and goodwill gifts to strengthen our not-for-profit organization.

MCAHN directors and myself, now hold an increased 24 appointments on local, municipal, provincial and national industry committees to reinforce the MCAHN operational mandate on behalf of our members. Our expansive framework of professionals represents a well-established network of resources which reinforces our ability to realize results. I wish to recognize our board of directors, all committee volunteers, the leadership of each chair while acknowledging our association's new liaison appointment representing MCAO with IHSA and our Local MIAC for unifying PRCO agreements and navigating labour relations communications. I also, wish to thank Amanda Malaga and Debi Dion for their longstanding dedication to MCAHN!

We witnessed our Student Chapter team take pride with their sixth-place finish at the international MCA America Competition and as hosts of the Annual Student Chapter Summit. Research parameters for our Phase Two 23% Safer conversation were finalized as we work with third party timelines to move a "new conversation" forward in the fall of 2020. Our collaboration with UA Local 67, MCA Ontario, and the Ontario Construction Secretariat with Chief Executive Officer, Robert Bronk as our spokesperson, should disclose a powerful analysis to benefit all MCAHN contractors. Our Associate Member Committee is brimming with creativity, positive energy, and new ideas to add value to an already solid structure. MCAHN representation expanded with the addition of our first male representative on the MCA Canada, Women in Mechanical Construction (WiMC) forum which establishes mentorship, education, and a supportive network directive for women.

As COVID-19 abruptly disrupted the "way we do business" we have never been busier. Impressive timely adaptations by our entire MCA network quickly surfaced while applying force majeure, impacting all 2020 events. Both MCA Ontario and MCA Canada are leading the charge to engage all MCA offices and their members to translate employer concerns into government directives. Advocacy structures and communications with regulators address matters of risk management and health and safety solutions for our "essential workers" as economic recovery conversations continue with all levels of government.

As I'm now entering my 25th year in my career in not-for-profit management and as an entrepreneur/business owner, I'm driven by integrity. As a member, you should remain proud as respect, honour and trust are truly represented throughout every level of engagement of your association. How we can possibly raise the bar any higher? As a team, our pursuit of excellence has me convinced the best is always yet to come!

## Hamilton Past Presidents

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

## Niagara Past Presidents

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

\* Deceased

## Mission Statement

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