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Presidents Report

Greg Crawford



Some will look back on the past year as a year that was lost. Some will look back and be amazed at the strength and resilience shown in our communities, our nation, and our industry to overcome the hurdles the COVID-19 Pandemic has thrust upon us. Temperature checks, Employee Questionnaires, Social Distancing, Masking, Working from Home and Zoom Meetings have become the new norm. For a society and industry that relies on human interaction, and assistance, we have been forced to learn how to adjust. Each new wave, restriction, and Stay at Home Order has made us alter the way we do business. Yet here we are. We remain strong and committed to ensuring

that Essential Services can continue. That hospitals are maintained, and Temporary Hospitals are built and operational. That energy so critical to our existence continues to be produced. That infrastructure, housing, goods and services continue to be provided, delivered, and available. That the economy continues to move.

This past year has been like no other. The COVID-19 Pandemic has not discriminated; it has changed the lives of everyone, and its impact, physically, mentally, emotionally and economically will continue to affect us all for some time.

But now we see signs of hope, and a sense that our hard work and diligence has paid off. Canada's vaccination plan, while far from perfect, is having an impact. At the time of this writing over 50% of adult Ontarians have received their first dose with even more doses set to arrive in the coming weeks and months. Cautious optimism and anticipation is in the air.

While we prepare for "what comes next" it is time to look back on the last year and be proud that our industry stood strong. That we were able to draw on the strength of our Contractor Associations at MCAO and MCAC, as well as our clients, and our Union Partners to keep our jobsites open and productive. That by working collectively we were able to develop and adhere to safe work practices to protect our workers.

These efforts have been recognized, as ICI Construction was shown to be one of the few industries in Ontario to actually see growth in 2020 compared to 2019. Moreover, we did it safely. Unionized Construction has been proven to be 31% safer than our non-union counterparts, even in the face of the pandemic. An accomplishment we all should be proud of. We must recognize and thank our trade's people, project teams, support staff, and everyone else that contributed to this remarkable statistic. Moving forward we will rely on their diligence and persistence to ensure that we come out of this Pandemic safely.

While most of the focus in 2020 was centered on the Pandemic, our various subcommittees continued their hard work, although virtually, to ensure that our members continued to get the most value out of the association. Our education programs continue to receive strong support from 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 adapted well to our new virtual environment as they continue to set an example for other emerging Canadian Chapters. Our team placed 10th at the MCA America competition, and our online employer Meet and Greet Industry Night attracted close to 100 participants. Our student resume package surpassed past year's submissions, while MCA Canada hosted their annual Summit reaching students and employers nationwide.

The Local MIAC, Promotion Committee, and UA Local 67 have worked with funding from the provincial MIAC office to continue our public awareness campaigns in the Hamilton and Niagara regions. These campaigns continue to highlight the fact that unionized contractors are 31% safer, and that by working safely we are recognizing renewed growth in our regions.

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, their time, and their adaptability over the last year all spent working on our various subcommittees, including; Associate Members, Education, JATC, Labour Relations, Local MIAC, McMaster University, Emerging Professionals (EP), and Promotion Committees. The following reports will provide you with some insight 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 significant time and effort to ensure we meet the mandates of our association and needs of our members.

Presidents Report

My first term as President has been unique to say the least, and I am thankful for the support and dedication shown by our Board of Directors. I would also like to express my personal thanks to Lorraine Waller and Anthony DeChellis, two long standing and respected Directors who will not be returning to the Board in 2021. Your contributions and legacies will be everlasting, and it has been my privilege to serve with you both. The strength of this Association is the people who form it and those who continue to engage. 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 thank Past President Bill Patterson for his help on our Constitution and Strategic Plan as well as our Association Manager, Wanda Heimbecker, for her hard work, and continued commitment to the Association. Lastly, I wish everyone a safe and productive 2021.



Greg Crawford, President

MCA Ontario Report

Serge Robert, President / Jason Campbell / Pat Cimek

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

Final work related to the preparation of the 2019 - 2022 MCAO/OPTC Provincial ICI Collective Agreement was completed by late spring; and the agreement was thereafter distributed to all Members in July. MCAO initiated discussions with the UA towards holding joint educational sessions on mutual gains bargaining (ahead of the next (2022) round of provincial bargaining); and the re-establishment of joint provincial MIAC (Mechanical Industry Advisory Committee) discussions. A number of key labour relations matters, of importance to the Zones and Membership were addressed during the year, including: Ensuring Industry Funds were directed to proper Zones, the practice (in some areas) of paying wages above established agreement rates; and policy related to the use/application of stabilization funds. The Provincial Agreement was made available (in a searchable/electronic format) on the MCAO website; along with the MCAO Provincial Welding Procedures and information related to the Welding Procedures Program.

Late in the year, the MTBC commissioned a provincial "Workforce Requirements" survey - to help us identify/address both immediate and near future manpower needs across the province. As with so many other individuals, Member Companies, and Construction Industry Associations, MCAO was extremely active throughout the year, in addressing policy related to the COVID-19 pandemic - as it affected Member operations.

Looking ahead to the 2022 negotiations, we both promoted and participated in efforts by the Construction Employers Coordinating Council (CECCO) to develop an early/strategic approach to bargaining - by actively engaging/holding a series of early discussions among all ICI Employer Bargaining Agencies (Management Groups) across Ontario. By June, work carried out/completed over 2019/2020 (with respect to a major review/revamp of the Association Constitution and formal Investment Policy) had been completed and presented for formal approval by the Board/Membership. By year's end, we had compiled/submitted (to the Ford Government) our input/thoughts with respect to Phase 1 of the province's plan to replace OCOT (the Ontario College of Trades) with a body that more effectively addresses both Management/Labour and Tradespersons needs.

On the Staff/Administrative front: With the departure of our former Executive Vice-President in June, the Association secured the services of its Immediate Past Executive Vice-President, beginning in July, to ensure the ongoing activities and services of the Association were maintained through the hiring/training of an eventual long term replacement for the role. In early 2021, following a formal search, Mr. Jeff Spitzig was engaged to join the Association, initially as its Managing Director, effective August 3, 2021.

We continued our search for new office space for the Association - leading to our purchase of new offices (being built immediately south of Pearson Airport/ready for occupancy by the summer of 2021). We went fully online with our payroll/banking and payment accounts system.

MCAO continued to support our longstanding efforts to positively impact WSIB policy (of key importance to the Membership) through the continuation of our retainer arrangement with Les Liversidge and Associates; and support of Les's efforts both directly to the WSIB; and within the construction industry's WSIB lobby group - the Construction Employers' Council (CEC). A key policy win out of these efforts, included deferment of a planned increase in the WSIB "Earnings Ceiling" during the COVID pandemic - that resulted in major savings to individual Member Firms. The Association also continued to represent the Members' interests on the TSSA (Technical Standards and Safety Authority) front - via our continued participation on key TSSA Advisory Committees; and ongoing related lobby efforts. Though concerns arose late in the year with respect to major negative changes within the Program (being addressed in 2021), MCAO maintained its participation in the WSIB's Safety Excellence (formerly Safety Group) Program throughout 2020.

In early December, a decision was made to help support those most in need, during the COVID situation, via a contribution of \$70,000 - disbursed to local charity groups across the province. With the gracious match of approximately \$5,000 by each Affiliate Zone, total MCA Contributions of close to \$140,000.00 were made by year's end. Unfortunately, due to COVID, the Association had to abruptly cancel its spring Annual General Meeting/Conference (planned to be held in Curacao). Following review, a decision was made to fully refund all fees to the event's registrants in July; and the Association was, thereafter, successful in obtaining a refund of all costs/value it had committed to the event, by early 2021.

As in past years, MCAO continued to liaise with key provincial government politicians and senior bureaucrats; as well as associate industry organizations, including MCA Canada (MCAC), the Canadian Construction Association (CCA), the Construction and Design Alliance of Ontario (CDAO), the Construction Employers Coordinating Council of Ontario (CECCO), the Ontario Construction Secretariat (OCS), the National Construction Labour Relations Association (NCLRA), MCA America, the Association Executives Council, etc.

Construction House

Greg Crawford

Greg Crawford, Anthony DeChellis, Jason Campbell (Alternates), 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.

Owners hired an industrial hygienist to ensure all Provincial Covid-19 health and safety measures were implemented. HVAC air filter upgrades were approved for installation as all tenants and owner offices adhered to the building's new policies and procedures. Supplier service agreements are managed in the areas of interior and exterior maintenance, landscape maintenance, roof cleaning, electrical, plumbing, seasonal HVAC servicing, snow removal, which included increasing cleaning services protocols and ensuring the use of approved disinfectants to reduce bacteria transmission.

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), Marcell Marshall, Reliance Worldwide Corporation (Canada) (Secretary), Claudia Mamros, iCinfo (MCAHN Connect Editor in Chief), John Murray, Cowan Insurance, Rick Mamros, Beacon Insurance, Mike O'Neill, ICON Insulation, Jason Stit and Jose Kocsis, IT Force, David Bisson, Armour Valve, Wayne Thompson, Lifting Gear Hire, Tim Caldwell, Cooper Equipment, Tina Molinaro, First Ontario Credit Union, Wanda Heimbecker, MCAHN Association Manager



Although the pandemic changed the way we engaged, our connectivity grew! The company representatives leading the MCAHN Associate Member Committee agreed our monthly meeting would continue throughout the summer months to ensure our association remained well informed of industry supplier impacts in real time. You shared, and we listened. The result, programming with purpose surfaced which recognized the value of every MCAHN member.

It was at this time, our Associate Members, came up with a brilliant idea to recognize our very own behind the scenes "essential" workers by asking members to submit videos. Goodwill soon followed. Technical guidance was provided by sponsor IT Force with an introduction to a young ambitious student storyteller Derek Stitt, Volunteer Producer/Editor to assemble our **COVID Kindness Video Meet Our MCAHN "Essential" Construction Industry Employers** <https://youtu.be/nvHNDUDQOxI> 

Further incentives determined by the board of directors waived Associate Member annual fees, while offering a 2 year for 1 year fee incentive to new members to strengthen our Association network. Free business listings were offered to all Associate Members in the MCAHN Connect and Member Plus Programs which continued to promote their supplier services. As all MCAHN events pivoted to virtual formats, or were rescheduled, Associate Members continued to receive complimentary invitations to MCAHN and MCA Canada events and education webinars.

Due to the pandemic, no in-kind cost saving donations was contributed throughout 2020. 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.

Associate Member Committee

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. Due to the pandemic, no donations were requested or received.

Their fall annual Pub Night will return in 2021. The event establishes a social platform for our newly formed Student Chapter team to reveal their Competition Project while generating mentor support. In 2020 the online MCAHN Connect continued to share valued discounts, special deals, whitepapers, articles and company online events. Complimentary listings are offered to all associate members and crossed promoted through several membership and online platforms. Their longstanding Member Plus Program also offered cost savings to member companies 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.

On behalf of the MCAHN board of directors and staff “thank you” to our Associate Committee members for your creativity, leadership and valuable goodwill. Together our partnership strengthens our industry and our association!

Labour Management Health & Safety Committee

Greg Crawford

Greg Crawford (Chair), Wanda Heimbecker

The Board of Directors and management of the Infrastructure Health & Safety Association (IHSA) are committed to the elimination of all occupational illnesses and injuries in our workplace. Their mission is to develop sector-specific partnerships and support their implementation of prevention solutions that provide continuous improvement in health and safety performance.

MCAHN is an active representative on the regional committee, a forum for local Trade Associations and Contractors. As part of Ontario's health and safety system, they are recognized by the Ministry of Labour, the Ministry of Transportation, the Ministry of Training, Colleges and Universities, and the Workplace Safety and Insurance Board as designated trainers and consultants. They incorporate a research-based educational methodology in everything they do, from the needs assessment stage through to program development, delivery, and evaluation. Through 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. Throughout 2020, Covid-19 risk management, prevention and resources remained the top priority.

The Annual IHSA Report, Safety Bulletins and helpful industry resources can be located at <http://www.ihsa.ca/>

Joint Apprenticeship & Training Committee

Lorraine Waller

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

The JATC committee for 2020 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 President/ ES. Fox 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.

The majority of JATC meetings in 2020 were held virtually utilizing the well-established governance models as guidance. Apprentice intake slowed to a minimum as our industry trades personnel and apprentice demands decreased. Progress continued as Dale McGavin spearheaded working with “Criteria Corp.”(software) to develop the apprentice application process. This enhancement facilitates potential apprentices submitting their primary application online, complete with the convenience of scanned supporting documentation (certifications, transcripts etc.) being uploaded with their application.

As a result of this challenging year the 2020 JATC total income dropped to approximately, \$1.075 million representing income from all the varied streams such as Work Ready Training Income, Member Contributions, Grants, etc. JATC expenses throughout 2020 totaled approximately, \$960 thousand representing continued oversight of spending to maintain a bottom line of approximately \$115K

Joint Apprenticeship & Training Committee

The JATC's commitment to training UA Local 67 members and apprentices remained strong despite our shared pandemic year experiences and resulting restrictions. Throughout much of 2020, the committee focused on facilitating and delivering training opportunities in a safe manner. All training was ceased, March 13, 2020 but started gradually in June and continued with such programs as Working at Heights, Working at Heights Refresher, Forklift, Elevated Work Platform, Pre-license plumbing and steam training to name a few being delivered under very limited class size and other restrictions. Each training roll-out was assessed to meet appropriate COVID guidelines with participant safety top of mind.

Numbers at a glance: As the JATC is responsible for all apprentice and journeyperson training that is funded through the WRTF (work ready training fund), the following represents an overview of training provided in 2020, as the JATC continues to monitor the funds training outcomes and financials:

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	22	6	15
2nd	41	20	6
3rd	30	7	16
4th	17	10	N/A
5th	69	20	N/A
TOTAL	179	63	37

The following breakdown represents an overview of the UA 67, 2020 apprentices by discipline:

As a result of the pandemic, lockdowns, restricting in-class training to only essential training

and limiting the number of participants class sizes; the JATC was forced to explore different means of training delivery. We are now happy to announce the development of online courses available using our new LMS – Learning Management System. This allows members access to developed courses 24 hours a day/7days a week. The LMS is used in conjunction with Microsoft TEAMS or Zoom for real time instruction from UA Local 67 instructors or can be standalone online courses by themselves. Some advantages the LMS provides are, instant feedback from a recent completed test; regulates advancement in a course by having to achieve a certain percentage before moving on to the next unit; utilizes a checklist to ensure student success prior to issuing a final mark. The JATC will be continuing to develop and add new courses utilizing this new software. All training opportunities are posted on the UA67 website. Please review this site on a regular basis to set your personal goals in motion.

The JATC looks forward to future opportunities where apprentice mandatory meetings can resume with new energy towards guest speaker initiatives that have been paused in the past year.

Training & Delivery Agent (TDA) status for UA 67 currently is in place for 456A Red Seal Welder programs. Application documentation has been submitted as we await next steps and decision from the Ministry of Advanced Education & Skills Development to become accredited towards 456P pressure systems welding. The Technical Trades Academy (TTA) successfully completed their scheduled Welder 456A trade school classes on time despite the interruption from COVID19 restrictions. All participants successfully completed their respective level of trade school and advanced. The TTA schedule trades school courses include one of each:

The JATC Annual General Meeting was held virtually on November 18, 2020. Thank you to all those who attended and participated.

A couple of annual reminders: 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.

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

A special thank you goes out to all JATC committee members who consistently demonstrate their ongoing commitment to our apprentices, trade training and industry initiatives. We wish all new and current apprentices' success as they work towards their long-term career path. Your JATC committee looks forward to working with you and supporting you toward successful outcomes.

2020 Course Name	Regularity
ASSE Backflow	2
ASSE Backflow Recert	1
Basic Blue Print Reading	1
Broderson 8 Ton	1
Confined Space Awareness	1
EWP	8
First Aid	3
Forklift 4, 5 & 7	9
Heritage	4
Joining Methods	1
Layout and Pattern	1
Math - Basic	2
NAUSC Med Gas	1
NAUSC Plastic Fusion	2
Propane in Construction	1
Pre-Licence Plumbing	1
Pre-Licence Steam	1
NAUSC Rigging & Hoisting	1
Working at Heights	2
Working at Heights Refresher	32
Welder Red Seal Prep	1

TTA 2020 Courses	Regularity
Welder 456A Level 1	1
Welder 456A Level 2	1
Welder 456A Level 3	1
Welder 456A Red Seal Prep	1

Report of the Nominating Committee**Anthony DeChellis**

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 2021-2022.

All have signified their acceptance of nomination.

Name	Member Firm	Zone
Jason Campbell	Aecon Industrial	Hamilton
Pat Cimek	E.S. Fox Ltd.	Niagara
Greg Crawford	E.S. Fox Ltd.	Hamilton
Jim DiNovo	BML Multitrades Group Ltd.	Hamilton
Kyle Getty	Sutherland-Schultz	Hamilton
Jane Gowing	Black & McDonald Ltd.	Hamilton
Mike Leone	Procon Constructors Inc.	Niagara
Scott Wright	Gordon Wright Mechanical Ltd.	Niagara

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



The Mechanical Contractors Association of Canada is pleased to provide a report on some of its activities and priorities over the past year, and into the second half of 2021. First and foremost, we would like to thank your volunteers, Kyle Getty (Student Chapters), Jason Campbell (Women in Mechanical Construction, Unionized Contractor Committee Chair) and staff, Wanda Heimbecker (Student Chapters and Women in Mechanical Construction). It is with their volunteerism that we can obtain the success contained within the report below.



MCAC Unveils New Strategic Plan At its 2021 mid-year meeting, the MCA Canada Board of Directors reviewed and approved a new strategic plan for the association. The Strategic Plan was the culmination of interviews and surveys with members, Board members, and MCA provincial/zone managers from across Canada.

OUR VISION	OUR MISSION	OUR VALUES
A successful, sustainable mechanical contracting sector that is a leader in the Canadian construction industry.	Working with our MCA Provincial Affiliates, MCA Canada creates value and resources to help member firms succeed.	Collaboration, Professionalism, Communication, Innovative, Leadership, Inclusive, Continuous Improvement, Non-partisan

STRATEGIC GOALS

ADVOCATE	CONNECT	EDUCATE	PROMOTE	VALUE
Provide a national voice for the mechanical contracting sector	Establish and maintain solid relationships with members allied industry associations and other stakeholders	Provide industry leading national education curriculum and standard for members	Promote mechanical contracting sector as an inclusive and rewarding industry	Contribute to member success by developing value added tools and resources

Advocacy With the 2021 federal budget released last month, MCA Canada is holding meetings with several government departments over the next few months to discuss how the proposed programming might roll out, and what role the association can play to assist with implementation, particular on the skilled trades programming announced.

Regarding the Budget, the early assessment was that there were some good support mechanisms extended for businesses, as well as recognition of the importance of skilled trades, but that more could have been done with respect to infrastructure investment, and specifically retrofits. The association will continue to engage on how previously announced funding can find its way to the project pipeline.

Industry Practices Price volatility remains a significant issue for members across the country, and MCAC was pleased to host a webinar last month exploring the topic and how contractors can mitigate the risks associated with the issue. The webinar is available on the MCAC website, and the association is encouraging all members to visit the website to view the recording. In addition, MCA Canada has released a bulletin, calling on all stakeholders to take steps to help mitigate the impact of price volatility and supply chain issues.

As well, Quality of Design Documentation remains an important topic for the industry. MCAC, through NTCCC, is awaiting the results of a Quality of Documents study being conducted by Ryerson University, which is intended to look at the cost of poor quality documentation. Once finalized, MCAC will seek to engage its partner associations on how to educate all stakeholders on the topic and how it impacts construction projects. A first draft of the report is expected by May of 2021. The Association is also finalizing a new Guide to Changes, and working with a task force of contractor members from across Canada to review and finalize.

Annual National Conference Due to the uncertainty of the ongoing COVID-19 pandemic, MCAC has had to cancel its 2021 Annual National Conference, originally slated for Napa, California in October. The Napa Conference location will now be held in 2023. MCAC is currently negotiating the location for 2022 with an announcement coming soon.

Student Chapter Summit Lastly, this year's MCAC Student Chapter Summit was held virtually and had a record number of attendees. Each year a construction project is highlighted, and a competition completes the Summit. This year the LNG Project in British Columbia was featured. MCAC greatly appreciated the time that LNG put into the program. The Association was pleased to see participation from students across Canada.

Education Although circumstances prevented in classroom education this past year, MCAC was able to make the shift to virtual training. We were able to offer numerous and timely webinars which are available for download on the MCA Canada website. The MCAC 10 Day Project Management program shifted successfully to an online format as did several other programs. We are pleased to continue supporting provincial MCA's in their virtual education offerings.

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



2020 was a year like no other, and in a year full faced with challenges, our association made the decision to expand our Annual Scholarship Awards program from twenty to twenty-five! In addition to the 25 scholarships given, we also sponsored a Women in Mechanical Construction scholarship award!

Traditionally MCAHN has sponsored up to twenty \$1,000 scholarships to exceptional students, who are children of salaried employees of their contractor member companies. 2020 brought forward a very deep pool of qualified applicants, and recognizing that the pandemic had a major effect on the availability of student jobs, and given the affect the pandemic had on the ability to deliver new programming as budgeted, the decision was made to redirect some funding and expand the scholarship pool. 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, Kailey Zeran and Nathan D’Hoine.

Mechanical Contractors Association Hamilton Niagara 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, including Past President Bill Patterson, Past President Paul Shewfelt, Education Committee Chairman/ Past President Anthony DeChellis, MCAHN President Greg Crawford, 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.

A scholarship split between Maddison Button and Mina Ariara were also presented with the Women in Mechanical Construction \$1,000 Scholarship sponsored by the Mechanical Contractors Association of Hamilton Niagara www.wimc.ca 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 \$511,000 in awarded scholarships to Southern Ontario students. Congratulations to this year’s recipients!

In 2020, a \$25,000 investment was budgeted to fund employer member training subsidies and programs. COVID-19 unfortunately affected the ability to deliver new programs, which we hope to be able to offer our members through a virtual learning environment in 2021/2022. 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. We continue to invite members to contact us with your training ideas, which can translate into innovative programs.

Promotion Committee

Jim DiNovo

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

Aware that our essential construction labour force and member employers have experienced the impact of pandemic closures in the region, we observed, monitored and planned. Over several months of adapting to temporary stoppages and delays, our workforce slowly began to regain and recover momentum all the while recognizing that other economic sectors remained restricted due to Covid conditions.

Our MCA global industry network reinforced the association's solid structure, relevance, and ability to engage with purpose through the online sharing of valuable resources to help adapt to a quick changing pandemic regulatory environment. This committee's diverse mandate recognizes the value of communications, organizes annual social events, establishes programming and member participation opportunities, supports economic development initiatives, charitable giving, while strengthening industry alliances and collaborations.

Priorities shifted quickly, budgets remained carefully monitored and new communication platforms were established. Our new YouTube Channel, and LinkedIn Page better refined our MCAHN brand. The monthly newsletter returned with regularity to consolidate association updates and industry news to reduce email traffic which increased significantly due to pandemic conditions. Social media conversations continue, while media releases circulate newsworthy accomplishments. Our "23% SAFER and Beyond: The Union Safety Effect" campaign based on OCS research received a welcome boost as we learned **Our CONTRACTORS Are NOW 31% Safer** <https://www.31safer.ca/> The Union Safety Effect Report, prepared by the Institute of Work & Health, re-confirming findings that unionized construction work is safe work. In fact, building trades unions in Ontario's ICI construction sector are 31% safer when compared to non-union firms. Our members are proud of being a safety leader in Ontario's construction industry.

As force majeure was successfully implemented to protect the association's bottom line, all MCAHN events were rescheduled in 2020. Virtual event platforms provided us with event facetime through our Emerging Professionals online sessions and Trivia Nights, Student Chapter Industry Night, MCAC Student Chapter Summit, and monthly committee meeting with zoom fatigue lingering. MCAHN promoted construction trades as an exhibitor at three Virtual Career Fairs, and maintained all existing support to the Bay Area Science Fair, and MCA Canada Scholarship.

A special initiative surfaced, which directed two rounds of financial support to ten charities in the six municipalities our members serve. A total donation of \$20,000 also included a \$5,000 matching donation from our provincial office MCA Ontario. The goal was to distribute aid and assistance to those less fortunate during the pandemic. With the support of our local area employers, and our provincial office, our association remains committed to being a strong, positive voice in the communities in which our members build, live, work and play. Ten charities in six municipalities received construction employer support! Feeding those in need, supporting our front-line health care professionals, reinforcing the well-being of our respected seniors, while recognizing the needs of children this Christmas.

Charitable gifts were directed to: Burlington Food Bank, Caledonia and District Food Bank, CHCH Toy Drive – Christmas Miracle, Community Resource Service - Brantford Food Bank, Hamilton Food Share, Hamilton Health Sciences Foundation, Project Share – Niagara Falls, Be A Santa For Seniors - Home Instead Brantford, Be A Santa For Seniors - Home Instead Hamilton and The Salvation Army - Simcoe.

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.



McMaster University Committee

Kyle Getty

Kyle Getty (Chair), Scott Wright, Greg Langdon, Sean, Smithson, Wanda Heimbecker

Another year, another top 10 finish! What a year to be graduating and entering the work force. We started the year with lockdowns, personal interaction restrictions and an heavy online presence, this years Student Chapter Club from McMaster University adapted and met the challenges head on. The team was comprised of a mix of 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 UPenn. The team worked over digital meeting platforms with the help of key industry experts to submit their proposal to the MCAA.



From left to right: Kailey Zeran (President), Ryan Chishti, Patrick Gurczak, Evan Meredith, Nathan D'Hoine, Maximilian Aoki, Mufrad Saleh and Alisha Suthakaran



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. Congratulations!

During the 13th Annual "Meet & Greet" Industry Night, employers interacted with McMaster Mechanical and Civil Engineering students

Kyle Getty, Chair via virtual meeting rooms. It was a first for many of those involved and provided a great opportunity to have breakout conversations while safely adhering to COVID restrictions. It was a full virtual 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 2020-2021 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.

Visit our Student Chapter Facebook Page: <https://www.facebook.com/mcahn.mcmaster/>

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 managed by Civil Engineering Associate Professor Saiedeh Razavi who is also the Director of the McMaster Institute for Transportation and Logistics (MITL). A summary of engagements include: Advisor to the Heavy Construction Student Chapter and their annual activities, project lead or collaborator to improve safety, mobility, sustainability, and productivity of construction, infrastructure, transportation, supply chain and logistics. The mission is to bring together the private and public sectors with academia for the development of interdisciplinary and cross-sectoral research to address emerging problems and to educate the next generation of highly qualified professionals. 2021 priorities are to continue to provide more opportunities to engage industry in education and research in Construction, Transportation, and Logistics; Providing more industrial and community engagement opportunities in Construction for the Civil Engineering students at McMaster; Establishing more research partnerships with local, national, and international organizations from the public and private sectors and academia; Contributing to the success of the McMaster Institute for Transportation and Logistics; Providing technical/advisory services to local, national, and international professional communities and the government of Canada.

Emerging Professionals Committee "EP"

Kyle Getty

Kyle Getty (Chair), Michael Leone, Sean Smithson, Scott MacDonald, Connor Crump, Keara Guay, Danielle Nicholson, Mitchell Rohrer Damian Kidon, Wanda Heimbecker



MCAHN has started the foundation to create a well structured and beneficial group focusing on Emerging Professionals (EP). With support from MCAC, we have conducted several events with a focus on networking, education and of course – fun! The MCAHN believes taking an active role in development and training the next generation of industry experts. Thus far, we have seen great turnouts and are planning some great sessions for the upcoming year. From retirement planning to risk mitigation to mentorship – the MCAHN

EP program is a great spot for further developing your career. The group is lead by Connor Crump (President), with support from Keara Guay, Danielle Nicholson, and Damian Kidon. If you don't consider yourself to be an 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 events.



HHCA/Labour Relations Committees

Jim DiNovo

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

2020 was a challenging year for everyone, including the HHCA. The association was more fortunate that many, the majority of our members renewed in January and we had already hosted our annual Construction Forecast, Annual General Meeting and popular Curling Bonspiel before pandemic related cancellations and closures started in mid-March.

In the early days we quickly embraced technology, moving to Office 365 and a cloud-based filing system. We transitioned to online education (aside from legislated Working at Heights training), delivering commissioner of oaths services online and hosting virtual meetings and events.

HHCA/Labour Relations Committee

We spent most of our time reading and sitting through webinars – packaging information for distribution and trying to be respectful of our members' inboxes. While our usual roster of events wasn't possible due to ongoing restrictions, the association was still busy.

The association led the Construction House pandemic response – an industrial hygienist from TRH Group evaluated the building and drafted our policies and procedures, we installed signage and sanitization stations and the HHCA installed a plexiglass barrier at our reception desk to protect both members, visitors and staff.

We participated in meetings with the Council of Ontario Construction Associations and the Canadian Construction Association to provide input and insight to both the provincial and federal governments. We worked with students in Mohawk's Broadcasting program to produce a 100th anniversary video. We transitioned our electronic plan room members to the ConstructConnect Project Intelligence Platform in May and trained everyone online. We delivered the first year of the WSIB's Health & Safety Excellence program, worked with TRH Group to develop a custom webinar for Safety Week – COVID 19 Getting Back to Work, and took part in a virtual Foundation Celebration for the HHCA Legacy Build. We successfully hosted a reduced capacity August Golf Tournament at Dundas Valley, produced our 100th anniversary magazine, and hosted 2 holiday related events – the 12 Days of Giving in support of Hamilton FoodShare and the Deck Your Door Contest.

The COVID-19 pandemic has shown the world that the construction industry is a leader in health and safety. We're an industry that is valued by governments and counted on to stimulate the economy whether our province is faced with a health crisis or a financial one. The pandemic has created challenges absolutely. Reduced numbers on job sites, increased paperwork, supply chain issues – but we're still building. Construction is a resilient industry and an excellent career choice. We're pandemic prepared.

Association Manager's Report

Wanda Heimbecker



Our trade association navigated the pandemic from a unique position, establishing COVID-19 resilience became our top priority. Leaving a Legacy....How will we lead? Years after this crisis, we will all look back and reflect on this difficult time. This was the starting position of our insightful conversation which resulted in our association directives to follow; to remain relevant and resourceful while the pandemic reality was unfolding.

Our industrial, and institutional construction employer members were government directed to keep jobsites open as our employment sector was “deemed essential” as the pandemic surfaced, with remaining commercial and residential sectors to later reopen. The Mechanical Contractors Association of Hamilton Niagara’s (MCAHN) national office, MCA Canada, quickly led and engaged all Canadian MCA associations to reinforce government mandates needed to be established to address “pandemic” health and safety measures for construction employers/employees with both federal and provincial leaders. Our collective agreement partnership with the United Association Ontario Provincial Pipe Trades Council (UA Local 67), demonstrated the unity in which we were founded in 1966 to ensure our local area skilled trades personnel remained safe, in compliance and had the tools to perform on jobsites.

As the “new normal” surfaced, MCAHN quickly adapted retooling methods to business online platforms. We remained consistent by communicating changing compliance measures and reeducation opportunities through MCA Canada Covid employer education webinars. Virtual organizational meetings continued, resulting in an internal member audit to further reveal business shifts due to navigating new-found business protocols, work delays and stoppages. Several Covid-19 Member Program Incentives Materialized: * Associate Members 2020 Membership Fees Waived * New Associate Members 2 for 1 Year Special Membership Offer * COVID Kindness Video, Recognizing our Essential Construction Workers Sponsored by IT Force * COVID Free White Papers & Resources * COVID Charitable Gifts * Five Additional One Time \$1,000 Scholarships * MCA Canada Free Covid Resources & Webinars * Government Advocacy Addresses Pre and Post Covid Employer Challenges * Complimentary events and education sessions

2020 also marked a year of significant loss to our association, with the recent passing of two of our honoured Past Presidents, Doug Jago and Ron Marcotte. With dignity, our association has continued our work to recognize the legacy and contributions of all of our Past Presidents. Many achievements are admired as our Student Chapter continued their longstanding winning streak placing 10th at the MCA America Competition! Since our 2017 release of our 23% Safer dialogue based on the Ontario Construction Secretariat (OCS) research, new WSIB data revealed our unionized construction employers are in fact 31% safer. Our new 31% Safer conversation will continue throughout 2021 as we gratefully acknowledge our collaboration with UA Local 67, MCA Ontario, OPTC and OCS.

Finally, our association's position remains productive, strong and steady, well prepared to adapt, pivot and shift as needed. MCAHN directors and myself have never been busier as we continue to hold 24 appointments on local, municipal, provincial and national industry committees to reinforce our ambitious operational mandate on behalf of our members. Our members contribute to our vibrant organizational culture, thank you! Daily, I witness the leadership of our board of directors, all committee volunteers, chairs, and labour relations professionals collectively strengthening our association. I also wish to thank our office support team, Amanda Malaga, and Debi Dion for their longstanding dedication to MCAHN and welcome Madelyn Newton!

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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	2020	Greg Crawford

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”