

Presidents Report Anthony DeChellis	1-2
MCA Ontario Charlie Webb, President Jason Campbell, Director Pat Cimek, Director	2
Construction House Report Jason Campbell, Director	3
Consolidation Committee Pat Cimek, Co-Chair Jason Campbell, Co-Chair	3
MCA Canada Dave Flamand, President Jason Campbell, Director	4
J.A.T.C. Joint Apprenticeship & Training Lorraine Waller, Co-Chair	5
Nominating Committee Anthony DeChellis, President Jason Campbell, Past President Lorraine Waller, Director	6
Associate Member Committee Henry Hildebrandt, Chairman	7
Labour Management Health & Safety Committee Henry Hildebrandt, Chairman	7
Education Committee Anthony DeChellis, Chairman	8
Promotion Committee Greg Crawford, Chairman	9-10
McMaster University Committee Paul Shewfelt, Chairman	10
Hamilton Halton Construction Association Henry Hildebrandt, Chairman	11
Labour Relations Committee Paul Shewfelt, Chairman	11
Association Manager's Report Wanda Heimbecker	11
Past President's & Mandate	12

Presidents Report

Anthony DeChellis



This past year was an exciting and challenging year for our association. A major accomplishment achieved during the past year was the consolidation of the MCA Hamilton and the MCA Niagara Inc. into the new Mechanical Contractors Association Hamilton Niagara (MCAHN). With the consolidation of UA Local 666 Niagara and Local 67 Hamilton having occurred a few years ago, both associations realized that our members could be better served by consolidating the associations and speaking with a common voice.

I would like to acknowledge that only through the hard work of the consolidation committee that this was all possible, along with the volunteer efforts of Bill Patterson. The committee included Jason Campbell, George Furness, Greg Crawford, Pat Cimek, Rico Leone, and Scott Wright. The consolidation of the two associations was just that, a consolidation of two entities into a new entity with a mandate of managing the affairs of both zones. During the process we ensured that both zones retained an equal voice at the provincial table by ensuring the ongoing representation of two seats at the board of directors with MCA Ontario. This will be particularly important during provincial bargaining.

Another important reason for consolidating was to ensure the financial viability and survival of both zones. As market share struggles have been an ongoing concern and manhours have continued to decline, both zones were starting to experience varying degrees of financial stress. Consolidating the two zones brought about several efficiencies, which stabilized the financial viability of the associations, ensuring that we are able to continue to offer our members the benefits, scholarships, programs, and representation to the best of our ability.

This year our members have also been challenged with managing the new legislation imposed by the Ontario Liberal Government in Bill 148. Managing the new rules in a construction market is very difficult, and your representatives on MCAO have spent numerous hours working to find the best path forward for our members. As this is uncharted waters for everyone in the industry, it has been and will most likely continue to be, very challenging.

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 provide good value and will continue going forward.
- Our student chapter continues to be the flagship for Canadian Student Chapters and this past year we were honoured by MCA Canada as the founding chapter in Canada. Our team placed a very respectable seventh in the annual MCA America competition, and our student chapter Meet and Greet Industry Night for employers was a smashing success, as it was filled to 100% capacity.
- Your Local MIAC and Promotion Committee have worked with Local 67 to secure funding from the provincial MIAC office and are set to launch a public awareness campaign in Hamilton, St Catharines, and Niagara Falls with a series of well-designed bus wraps highlighting the fact based research that unionized contractors are 23% safer than their non-union counterpart.
- Your local JATC continues to work hard to ensure that our apprentices are well trained and ready to work. We continue to support Local 67 who have put together a world class program for training apprentices and getting them ready to meet the needs of the workforce.

2017 provided for a stable year in manhours with a slight increase in comparison to 2016, but we continue to be challenged to retain our market share in the face of a changing economy. We will continue to do our best to help our members compete to the best of their ability.

Presidents Report

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

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

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



Anthony DeChellis, President MCA Hamilton Niagara

MCA Ontario Report

Charlie Webb, President / Jason Campbell / Pat Cimek

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



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

The “Performance Partnership Initiative” that was kicked off jointly with the UA in mid-2015, continues to progress. This was identified as essential to our future market presence and competitiveness with the purpose of bringing about much needed “cultural change” within both Labour and Management Forces. Meetings throughout the province between the MCA Zone representatives and their respective UA representatives are completed and a final report is anticipated toward the end of 2018.

I felt it important to also provide a brief overview of other key matters addressed/focused on by the Association over the year.

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

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

MCAO continued its active involvement with “Prompt Payment Ontario” – and its broad industry effort to see the introduction of Prompt Payment Legislation. It is worth highlighting that on December 5, 2017, Ontario passed legislation to modernize construction laws to ensure Businesses and workers get paid on time.

We were most fortunate to, once again, have outstanding support and participation in our Annual General Meeting/Conference – that, during 2017 included a visit to Scotland; and was attended by some 180 people.

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

For more information contact MCA Ontario www.mcao.org

Respectfully submitted,
Charlie Webb, President

Construction House Report

Jason Campbell

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



As one of four equity partner owners of the Construction House, the Mechanical Contractors Association Hamilton Niagara appoints representatives to their board of directors to govern the facility operations, develop policies, to ensure efficient property management and maintenance. Collectively, in partnership with the Hamilton Halton Construction Association, Electrical Construction Association of Hamilton, and the Hamilton Halton General Contractors Association, daily operations and long term planning are addressed.

The ten year Building Condition Assessment and Cost Replacement Strategy continues to establish timeline directives and property management planning tools to address exterior and interior leasehold improvements. The successful installation of the new efficiency roof top HVAC system, and securing a customized service maintenance agreement has already resulted in reduced operating utility costs. All owners have agreed, that after more than twenty-five years, the previously replaced roof membrane and sealant was a good investment as all expenses are forecasted in advance.

The former mechanical room has been refurbished which now provides much needed additional storage space. New building signage at the corner of Ray Street and York Street was installed and landscaping improvements completed. Maintenance continues with the removal of old shrubs, roof cleaning, along with the general ongoing incidental exterior and interior maintenance. A new cleaning service provider was secured due to retirement and ownership documents updated to adhere to our new legal name change.

Future considerations under review include design upgrades for all board meeting rooms along with installing new technology systems to support improved communications for educational presentations and meetings. Discussions and investment planning will continue as estimates guide implementation and timelines. A significant investment has been made by all owners over the past two years to ensure the Construction House retains its market value. We have successfully navigated through leasehold improvements, by way of capital investments. We should also be reminded and recognize this building's historic legacy of representing our areas unified construction industry.

Consolidation Committee Report

Pat Cimek

Pat Cimek (Co-Chair), Jason Campbell (Co-Chair), Scott Wright, Rico Leone, Greg Crawford, George Furness

On behalf of our Consolidation Committee consisting of Jason Campbell, George Furness (retired), Greg Crawford, Rico Leone, Scott Wright and myself, I'm pleased to provide the following Committee Report for our 2017 Annual General Meeting.



MECHANICAL
CONTRACTORS
ASSOCIATION
HAMILTON

Through numerous meetings and plenty of detail and information exchange, the committee struck an amicable agreement to consolidate the Hamilton and Niagara Contractors Associations. Over the last several months, the Niagara Directors and its Executive Director (ED) initiated proceedings to "wind-up" the corporation. Through this time period, Niagara's liabilities and closing activities were initiated including building rent, photocopier lease, employment liability with its ED, document retention and archiving, shredding, etc., were all tabled and undertaken in a seamless fashion.

The Niagara Directors on the Consolidation Committee were integrated into the consolidated association with its first Joint Meeting occurring in October 2017.

At the beginning of March, Niagara began final steps of its wind-up by transferring the first cheque of its residual funds to the newly named "Mechanical Contractors Association Hamilton Niagara", this name change was initiated by the consolidated association. A final cheque with remaining residual funds is expected to be issued on or about May 1, 2018. Niagara has submitted an application to Revenue Canada to dissolve the corporation. Once acceptance from Revenue Canada is received, the application to surrender the letters patent will be submitted and finalized. At that time, a final accounting and subsequent Annual General Meeting will occur to complete the last details. The Committee received support from MCAO, who were duly informed through the entire process.

On behalf of the imported Directors from Niagara and myself, we wish to say a special thank you to the Hamilton Directors and George Furness for their assistance through the consolidation process. It's clear through the meetings and the issues collaborated on since consolidation, that the surviving association will represent the interests of Niagara and Hamilton, and improve communications with our union counterparts.

Respectfully submitted,
Pat Cimek, Co-Chair

MCA Canada Report

Dave Flamand, President / Jason Campbell

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



I am pleased to provide members of MCA Hamilton Niagara with this Report on the activities of your National Association, MCA Canada. I can tell you that since our national conference held last November in Maui, Hawaii, your national Association has been extremely busy working on your behalf. Let me explain.

STRATEGIC PLAN: In 2016, MCA Canada approved a strategic plan that provided direction for the Association moving forward to the year 2020. We have already started implementing many of the objectives of the plan which addresses such strategic initiatives as membership recruitment, membership engagement, government relations, management education program delivery, external relationships with other organizations, our national conference, and Association organizational/skills development. For example, we have already defined the value proposition for membership for all membership categories within MCA Canada and have shared this with our provincial MCA partners. We have developed membership recruitment plans and will be going to the implementation phase shortly. We are in the midst of creating a national program to develop new leaders and we are leveraging our education program to attract new members. We have implemented a social media strategy which purpose is to broadcast in a most effective and meaningful way Association priorities, activities and events. These are communicated through twitter, LinkedIn, and Facebook. We have to ensure that our education and industry information reach the employees of our member companies; this endeavour is being prioritized. And, we completed the rebranding exercise for the Association with a new Association logo.

CONSTRUCTION EDUCATION COUNCIL (CEC): On the Education side, MCA Canada recently agreed to allocate up to \$15,000 in its next budget for student chapter support and promotion in Canada. This will help with the development and promotion of student chapter summits (the last one held this past January in Waterloo, Ontario) as well as the promotion of student chapters across Canada. We are also developing a Student Chapter Guide assisting any MCA's interested in starting a student chapter. We held approximately 30 seminars across Canada this past year. More are currently being added. As part of the Association's new Strategic Plan, staff is working on an initiative for young executives which includes contacting other MCAs and other organizations (industry and non-industry related) to obtain information on their respective programs and to identify what MCAs can do to engage young executives at the national level. We also conducted a survey of past project management attendees to see if there is an appetite for an "advanced" program. There is and we are working on this opportunity as we speak. Other initiatives include: hosting our annual golf tournament, investigating educational grants, looking at other courses based on input or requests received from MCAs, conducting a review of the current ten-day project management course, investigating a possible advanced leadership course, dissecting the supervisory course into manageable offerings, holding a new 2018 national education conference, reviewing other formats of education delivery, exploring information or educational opportunities to keep members abreast of new technological trends creating new ideas on additional webinars, producing a new National Seminar Program (NSP) guide, continuing to search for Canadian instructors.

PROMPT PAYMENT LEGISLATION: On the federal prompt payment issue, it should be noted that on May 4, 2017, Bill S-224 (Canada's Prompt Payment Act), unanimously passed third reading in Canada's Senate. Since then, the Liberal government has chosen to initiate further industry wide consultation on federal prompt payment legislation and have engaged the services of Bruce Reynolds and Sharon Vogel, the lawyers that were involved with the Ontario review. It has been mandated that a full report with recommendations be submitted to the Minister of Public Services and Procurement Canada by May 1st of this year. MCA Canada, which has been involved in this process extensively from day one, has treated this matter as the Associations number one priority. Working with the National Trade Contractors Coalition of Canada, we have seen great success to date and we are now recognized by the Federal Government as a major industry stakeholder on all matters related to construction. Through NTCCC, MCAC has just submitted its submission to Reynolds/Vogel who have been retained to conduct an expert review and make recommendations to the federal government.

Additional reports provide updates in the areas of; MECHANICAL SERVICE CONTRACTORS OF CANADA, RED SEAL/STANDARDS, CANADIAN INSTITUTE OF PLUMBING AND HEATING, INSURANCE CAPTIVE, MEETINGS/CONFERENCES/AGM's and Other Areas of significance.

To download http://www.mcahamiltonniagara.org/downloads/MCAC_AGMReport2018-Hamilton.pdf

Joint Apprenticeship & Training Committee

Lorraine Waller

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

Monthly JATC meetings continue to govern, monitor and implement regulatory standards and compliance, policies and procedures, financial accountability, apprentice performance and intake, determine curriculum and training while examining long range strategic planning. The Joint Apprenticeship and Training Committee is composed of six (6) members, three (3) from UA Local 67, and three (3) from Mechanical Contractors Association Hamilton Niagara (MCAHN) consisting of at least one (1) contractor representative from Zone 8 and two (2) contractor representatives from Zone 9/9A.

The 2017/18 year held continued focus towards all of the above with strategic planning policy development being at the forefront. A revised edition of the JATC policy book for apprentices is well underway and expected to be completed by mid 2018. This policy book creates a baseline resource and awareness guide for all UA 67 apprentices. The policy book will also serve JATC committee members, as it will act as valuable reference material for the committee members who continuously steward the apprentice process.

After careful consideration a cost saving decision by UA 67, saw the closure in December, 2017 of the Technical Trades Academy (TTA) in Brantford, Ontario. The existing TTA equipment will be placed in storage and /or utilized at the UA 67 training facility on Dartnall Rd. in Hamilton. Ongoing apprentice and journeyman training will be supported and delivered through the UA Niagara and Hamilton facilities.

As a further step in active governance, the JATC is currently reviewing the established cost share agreement which provides the baseline for JATC budgeting and financials. The cost share agreement was first established in 2012 and the JATC is reviewing same for alignment with the closure of the TTA.

2017 COURSE NAME	REGULARITY
Welding Red Seal Prep	1
Broderson	3
MIG Rotator	1
Pre-Lic. Plumbing	1
Residential Plumbing	1
Intermediate Plumbing	1
Pre-Lic Steamfitting	1
Intermediate Steamfitting	1
Confined Space	1
CWB Plumbers/Fitters/MT	1
Elevated Work Platform	22
Backflow Recertification	2
Heritage Course	4
TIG	1
Blueprint Reading	2
Rigging & Hoisting, Basic	1
Working at Heights	48
Forklift Class 4/5 & 7	11
Propane In Construction	2
Steward Course, NAUSC	1

The following represents a glimpse of some UA 67 apprentice accomplishments since our last report:

- June 2017 to February 2018 – 8 apprentices were recipients of the \$400. award that is given to apprentices who achieve a 90% or greater mark in trade school.
- Ontario Skills Competition – saw a Plumber apprentice receive a Bronze medal, while Steamfitting apprentices received both a Silver and Bronze medal during the same competition.
- In 2017 - 31 apprentices sponsored by the JATC, successfully completed their apprenticeship and became certified Red Seal journeymen. Congratulations to all the above apprentices, may your achievements continue to grow!

We encourage your voice as 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 in order to maintain The Standards of Excellence Model, while adhering to industry standards.

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.

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	16	4	14
2nd	27	15	8
3rd	18	12	24
4th	25	13	N/A
5th	51	20	N/A
TOTAL	137	64	46
247			

A special thank you goes out to Greg Crawford, Pat Cimek and Henry Hildebrandt for their active participation on this committee, as well as Wanda for her help with the monthly meeting and agenda preparation.

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 2018-2019.

All have signified their acceptance of nomination.

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

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

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

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

No other nominations were received.

Associate Member Committee

Henry Hildebrandt

Henry Hildebrandt (Chair), Lorraine Waller, Brad Saplywy, Wanda Heimbecker, Debi Dion, Amanda Malaga MCAHN Representatives, Dennis Costello - Chair, Nikki Laskin - Immediate Past Chair, Tanja Link, Wayne Thompson - Vice Chair, Mike O'Neill, Ed Carney, Phil Mostert - Treasurer, Tim Caldwell - Secretary, Devon Bestard, Jason Godfrey, Claudia Mamros, David Bisson, Paul Prochowski



On behalf of your MCAHN board of directors and staff we are pleased to recognize our Associate Member Committee. This committee, consisting of industry suppliers, has established their invaluable role within our association. Since their inception in 2010, associate members have contributed \$78,162.55 in generous goodwill through in-kind education services and gifts to our not-for-profit organization. Throughout 2017 an additional \$2,050.00 total value was contributed.

The committee was formed to increase membership benefits and to develop new opportunities for MCAHN members while building your individual company profile as an active member. Formal meetings are held every second month, allowing invited guests, and members the opportunity to present new ideas, and share

recommendations to assist our industry and members.

The Associate Committee Terms of Reference are as follows:

- 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

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

Operating financially independent from MCAHN, each year an annual voluntary \$50 donor contribution is requested by each associate member from this committee. Funds are reinvested back into the association, as directed by this committee on the behalf of all associate members. As a not-for-profit association, MCA Hamilton Niagara recognizes the goodwill and benefit of achieving greater supplier awareness by sharing their business resources, and expertise through the Member Plus Program. This program is designed to offering cost saving education solutions to save member companies money by offering free training programs, preferred rates, exclusive discounts or one time introductory offers to build new business relationships. Their cost-saving offers are also extended to UA Local 67 members. If your company and employees use any of the following services, cost savings await you! Pipe Markers, Valve Tags, Signage, Ammonia Identification, Take Off Service, Promotional Items, Information Technology Consulting, Printing Services, Jewelry & Corporate Gifts, Telecommunications - (Land Line, LD, Internet, Cell, Merchant Processor Fees i.e. Credit Card Fees), Small Package Shipping i.e. Couriers), Hotel Rooms, Business, Group Benefits and Personal Lines of Insurance, Pipes & Fittings, Home Auto Commercial & Employee Benefits Insurance Programs, Group Home & Automobile Insurance Programs, General Liability, Property, Builders Risks, Surety/Bonding, and Risk Control. Thank you to all of our program providers!

This committee continues to increase MCAHN membership benefits while developing unique business development forums through goodwill. The Member Plus workshops are offered to ECAH, HAND, MCA Toronto and UA Local 67 members and staff when criteria matches are established. We encourage all of our members to consider contacting a MCAHN associate member first when a business need arises!

Labour Management Health & Safety Committee

Henry Hildebrandt

Henry Hildebrandt (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.

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

Education Committee Report

Anthony DeChellis

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



Youth stewardship remains a priority for southern Ontario unionized construction employers, proudly serving Hamilton, Niagara, Halton, Brant, Haldimand and Norfolk Counties. Employer company members of the Mechanical Contractors Association of Hamilton Niagara (MCAHN) proudly reveal their 23rd Annual Scholarship Awards recipients.

Student scholarship recipients are either entering or currently enrolled in universities or colleges across the globe. The selection criteria includes; applicants who have demonstrated leadership, maintained an exceptional grade average, established an outstanding commitment to their community through volunteerism, and demonstrated interest in the mechanical contracting industry or their chosen field of study. Members fund twenty \$1,000.00 scholarships to exceptional students, who are children of salaried employees of their contractor member companies. The MCA Hamilton Niagara McMaster Student Chapter \$1,000 Scholarship is also awarded! Since the program's inception in 1995, managed by the MCAHN Education Committee, contractor

employer membership dues have funded over \$445,000.00 in awarded scholarships.

Education Committee Chairman/Mechanical Contractors Association Hamilton Niagara President, Anthony DeChellis presented the awards and offered inspiration to these ambitious young professionals. *"Congratulations to all of our scholarship recipients this year! The journey of a thousand miles begins with one-step. (*Chinese Philosopher Lao Tzu) Each step you take leads you toward a bigger goal, sometimes it might seem like you're not really doing much at all. You have to have a lot of confidence in what you are doing, you have to have the conviction to do the right things; the small steps you take every day will eventually get you to where you want to be. Tough times never last, but tough people do."*

Afterwards, thank you emails, letters and cards always flood the MCA Hamilton Niagara office. *"We realize tuition costs and living expenses remain an investment for every Ontario family, our commitment to contribute by supporting youth leadership through education remains one of our legacy accomplishments,"* shares DeChellis.

The selection process is governed by the Scholarship Selection Committee. This year's Panel included Past Presidents, Board of Directors and member volunteers; Anthony DeChellis/Education Committee Chairman/Mechanical Contractors Association Hamilton Niagara President (Photo: Back row far left), Ron Marcotte/Honourary Life Member/Past President (Photo: Back row far right), Paul Shewfelt/MCAHN Director, Bill Patterson/Past President and Kyle Heywood/Education Committee Member. The task, is to select a maximum of twenty deserving students to receive this prestigious scholarship award. In addition, one special scholarship is also awarded on the behalf of our MCAHN McMaster Student Chapter. A judging criteria is established, as all applications are given a number with no personal or company names available to the panelist. Each panelist independently submits their selections, without knowing the choices made by other committee members.

Congratulations to our recipients and meet these exceptional students, visit:

<http://www.mcahamiltonniagara.org/downloads/2017-MCAH-Scholarship-Press-Release-F.pdf>

Did You Know? Each year our committee reinvests approximately \$20,000 towards our contractor member training. In 2017, member companies were reimbursed for partial costs where their participants successfully completed the Construction Education Council's Spring or Fall Project Management Program. MCA Hamilton Niagara also presented Project Scheduling Essentials. This 2-day management course attracted project managers, planners, and project controls staff. Focusing on "completing on time and on budget" valuable controls and project management tools engaged the 18 participants. Due to a simplified collections formula, we achieved 100% fulfillment when issuing subsidies to all eligible firms.

Finally, the Education Committee's mandate, reinforces working collaborations wherever possible. We establish partnerships with our affiliated construction associations; The Electrical Construction Association Hamilton, Hamilton Halton Construction Association, HAND Association of Sewer Watermain and Road Contractors Operating as the Hamilton & District Heavy Construction Association, Mechanical Contractors Association Kitchener-Waterloo, Mechanical Contractors Association Toronto, United Association of Journeymen and Apprentices of Plumbing and Pipe Fitting Industry of the United States and Canada - Local 67, municipalities, education industry associations, and our internal network consisting of the Mechanical Contractors Association Ontario, Mechanical Contractors Association Canada, Construction Education Council along with utilizing certified presenters from within our membership and suppliers. These extensive, valued resources enable our association to provide members with diversified "innovative" education programming throughout the year at a minimal or no cost option. Two complimentary Member Plus Education Sessions offered by Aon Risk Solutions "Insurance Captive" were well attended, while contributing a significant \$1,125.00 in-kind value.

Promotion Committee Report

Greg Crawford

Greg Crawford, (Chair), Henry Hildebrandt, Dominic Fazio, Jim DiNovo, Rico Leone, Wanda Heimbecker



(Photo Front Row Left to Right): Scott Wright, Gordon Wright Mechanical Ltd (Treasurer), Anthony DeChellis, E.S. Fox Ltd. (President), Lorraine Waller, Matrix North American Construction Ltd. (Director), Paul Shewfelt, Plan Group (Director)
(Back Row Left to Right): Pat Cimek, E.S. Fox Ltd. (Transitional Director), Henry Hildebrandt, The State Group Inc. (Director), Greg Crawford, Lancaster Group Inc. (Vice-President), Jason Campbell, Aecon Industrial (Immediate Past President), Rico Leone, Procon Constructors Inc. (Director)

December 15, 2017 is a date of historical significance for our association's archives. As coincidence would have it, our press release "New Leadership Team Guides Construction Industry Consolidation" was released to the public, shared with industry and national media outlets. This also marks the date in which our Supplementary Letters Patent confirmed our new legal name change to Mechanical Contractors Association Hamilton Niagara. With all governance protocols previously fulfilled by way of special member meetings, our synergies unite; continuity strengthens, as our joint board of directors deliver our cohesive vision. <http://www.mcahamiltonniagara.org/downloads/For Immediate Release - MCAHN Unite 2017 Leadership Board of Directors Announced PR.pdf>



It's time for a new public conversation! We established a new implementation timeline as a result of our consolidation and shifted communication tactics to include the Niagara

Region. Our successful Provincial MIAC Funding Application is providing resources to initiate a Public Education Awareness Campaign. Our new website **Unionized Contractors Are 23% Safer** <http://www.23safer.ca/> focuses on our unionized contractors and UA Local 67 industry partnership. The fact-based Ontario Construction Secretariat/IWH union safety effect research study scientifically verifies that union signatory contractors have fewer lost-time injuries than non-union contractors <http://unionizedconstructionworks.com/safety/>

The Adhoc Subcommittee consisting of UA Local 67 Management, MCAHN board of directors and staff (Promotion Committee/Local MIAC) determined the 1 year campaign "hits the road" in May 2018 with a total of four transit buses; Hamilton (2), Niagara Falls (1) and St. Catharines (1). Real members participated in our photoshoot to create artwork as we tell our story with authentic transparency. Job Site Banners, Radio Ads & Interviews are under review, while our 23% Fact Sheet Flyer continues to be distributed. Contractors are receiving support to engage in a new public dialogue based on facts. Fewer lost-time injuries result in enhanced productivity on the jobsite and ultimately saves owners money. Contractors should take this positive message to owners and buyers of construction when promoting their services. Safety is a significant component of our union proposition.



Other highlights include our 20th Annual Golf Tourney \$4,186.69 charity donation! Our valued industry partnership with the Electrical Construction Association of Hamilton realized a significant donation for their Charity of Choice. The Christmas Tree Of Hope was founded in 1976 to bring hope to kids and families struggling through the holiday season. A special thank you to all of our golfers, hole sponsors and prize winners! All golfers participated in our special 150th Canada birthday pictorial which also recognizes all of our generous hole sponsors! <http://www.mcahamilton.org/enewsletter-photos/Golf%20Photos%202017.pdf>

In addition, our annual donation in lieu of Christmas cards to the Hamilton Health Sciences Foundation, our charity of choice revealed a total \$310,467.64 contribution to date on behalf of our MCAHN members in support of the gift of health! Steeped in tradition, the 57th Annual Bay Area Science & Engineering Fair annual scholarship award and judging was supported, World Plumbing Day promoted, e-newsletter recognizing members provided updates. Moving forward, our website conversion to a mobile friendly format was planned. Once the legal name change transition process was completed, our new logo and website was introduced <http://www.mcahamiltonniagara.org/>

Promotion Committee

We fulfill our mandate by way of; internal & external communications - press releases, newsletters, the annual report, support of economic development initiatives, member programming, member events, recognitions, charitable giving, strengthening industry alliances and unique industry collaborations which all express participation opportunities of value. Within our global network, we engage our municipal community leaders, politicians, media, and industry colleagues in Hamilton, Niagara, Halton, Haldimand, Brant and Norfolk through healthy industry partnerships, cross-committee initiatives with our JATC, UA Local 67 and volunteer municipal advisory board and subcommittee appointments. Representation and support is offered to achieve better business practices, current industry priorities, address challenges and opportunities uniting our team with HHCA, ECAH, HAND, OCS, MCA Ontario MCAO, MCA Canada and MCA America.

The Annual General Meeting witnessed solid attendance, along with the coordination of several member social networking events, which introduced our new Winter Wine Dine & Dance, an earlier season event offering the flavor of a pre-Christmas Party. We are also very proud of our longstanding Mohawk College, Bay Area Science Fair Mechanical Engineering Award to engage our youngest generation into our profession.

McMaster University Committee

Paul Shewfelt

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

There are times when we all lead....

The student perspective is clear; the MCAHN network is engaging our succession generation while introducing every fascinating aspect of the Mechanical industry. Local employers are witnessing the transition through recruitment success while other chapter alumni hit stride with industry affiliates careers. Relationships are sustained, our network expands. A former student's perspective, as shared by our 2016-17 Student Chapter President, Conor Crump



<http://www.mcahamilton.org/enewsletter-photos/2016-17-Student-Chapter-Perspective.pdf>

Meet Our 2017-18 Student Chapter Executive/Competition Team! Left to Right: Dan Romlewski (VP Finance), Safa El-Rayyes, Gavin Jing Li, Danielle Nicholson (VP Admin), Victoria Zyma, Evan McEvoy (President)

This year's Student Chapter Competition Team embraced the challenge to plan a project involving the renovation of the mechanical systems of a Brazilian restaurant in mid-town New York City-Fogo De Chao Steakhouse. Learn more visit <http://mcaagreatfutures.org/news-resources/ready-set-go-mcaas-2017-2018-student-chapter-competition-is-off-and-running/> Our team placed seventh, in the top 10 for the seventh consecutive year in the annual MCA America competition – Congratulations!

We witnessed capacity attendance at the 10th Annual "Meet & Greet" Industry Night where employers interact with McMaster Mechanical and Civil

Engineering students. If you are looking for exceptional talent to bring into your organization, this event opens that door for you to exchange information and converse with a broad spectrum of undergraduate students. Whether you are looking for interns or to fill a full time position you will find your future leaders at this event. Thank you to all of our 2017-18 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. MCA Kitchener-Waterloo hosted the 5th Annual MCA Student Chapter Summit in January organized by MCAC/CEC. 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. Thank you to MCA Canada for honouring MCAHN as the founding chapter in Canada!



The previous MCAHN endowment funding contribution in support of the McMaster University Heavy Construction Chair establishes a management advisory board seat, bringing together industry and academia. Dr. Razavi has been on a Research Leave from July 1, 2017 – June 30, 2018. During this time, she will not be teaching or will not be involved in administrative duties and her focus will be on research. She plans to travel to and collaborate with the University of Cambridge and University of Liverpool on research, spending time at each university. A development overview of the current year initiatives was provided to the board of directors. Their annual Heavy Construction Student Chapter (HCSC) Industry Night provides students with leadership industry experience through guest speakers and site tours which assist students to determine their own career paths.

Hamilton-Halton Construction Association Report Labour Relations Committee Report

Henry Hildebrandt
Paul Shewfelt

Henry Hildebrandt (Chair), MCA Hamilton Niagara Representative to the HHCA Board of Directors
Paul Shewfelt (Chair), MCA Hamilton Niagara Representative to the HHCA Labour Relations Committee

2017 was an important year for the HHCA, the local industry and the provincial construction landscape. On December 5, 2017 Bill 142 the Construction Lien Amendment Act received Royal Assent, a milestone achievement for an industry that has been chasing Lien Act reform for more than 25 years. The City of Hamilton issued more than \$1 billion dollars in building permits for the 6th year in a row and enjoyed a spike in industrial, commercial construction; a 200% increase in permit numbers over 2016. The Ontario Government announced \$33.5 million dollars in funding for local school infrastructure projects and the LRT continues to move forward, though slowly. And the HHCA experienced our first modest membership growth since 2011.

Throughout 2017 we continued to focus on new member onboarding, member retention and developing no and low cost opportunities for members to learn and connect. Based on member feedback the HHCA is relaunching Business After 5 – pure networking events hosted by HHCA members in 2018. The Legacy Build was an area of particular focus in 2017 with the development of a sponsorship package and our first appeal to members. We confirmed an incredible \$45,000+ in pledges and our fundraising efforts brought in over \$18,000, putting us well on our way to our \$200,000 goal. Fundraising events for 2018 include Designer Bag Bingo and FRAYED Fashion Show in partnership with the Ancaster Rotary Club AM. Our Young Leaders Group continued to grow and evolve in 2017, formalizing their governance structure and developing a new education program targeted specifically at young members, the YLG Talks. This quarterly breakfast series is an independently organized TED style event featuring two speakers; one focused on emerging technology and trends in the world of construction and the other on professional development. YLG Talks events are free.

Finally, health and safety was top of mind during the year. We reviewed the Regional Construction Safety Group program and announced numerous enhancements for the 2018 year; joined the League of Champions and committed to participating in the North American Occupational Health & Safety Week in 2018. Led by the YLG our inaugural year will include participation in Steps for Life (a fundraising walk in support of Threads for Life – the Association for Workplace Tragedy Family Support), a safety focused YLG Talks and a Mock Inquest.

Paul Shewfelt served us proud as he accepted the position of Chair of the Labour Relations Committee in 2017, members consist of representatives from MCAHN, BHN Sheet Metal Contractors Association, Hamilton Halton General Contractors Association, ECA Hamilton, Roofing Contractors Association and the Hamilton & District Heavy Construction Association. Their goals and objectives include; to provide relevant information to HHCA members pertaining to labour relations, continue to serve as a resource for the Board on labour relations issues and be a source of labour resolve while promoting stable labour relations.

Association Manager's Report

Wanda Heimbecker

Behind the desk and on the road, transcending boundaries with our dynamic leadership team while entering my 10th year of service, time sure flies!



Beyond daily operations, a manager's job connects to a broad framework of professionals and organizations. MCA Canada Day on the Hill with CIPH organized meetings with MPs and Senators in support of the recent Ontario Prompt Payment Legislation to Modernize Construction Laws to Ensure Ontario Businesses and Workers Get Paid on Time <https://news.ontario.ca/mag/en/2017/12/ontario-passes-legislation-to-modernize-construction-laws.html>

MCAHN directors and your manager hold appointments on 21 local, municipal, provincial and national industry committees, actively engaging business networks to shift and impact positivity. My capacity as a director on an economic development advisory board member to council, liaison with local and provincial committees addressing fair wage, indigenous trades, women in construction, equitable hiring with community shareholders establishes healthy communication channels.

To witness our tireless research materialize through our **Unionized Contractors Are 23% Safer** Campaign reinforces purpose and promise, while introducing new possibilities. Our members now have tools to further engage clients in a new fact-based conversation. This opportunity is a result of our industry partnership with UA Local 67 and the professionals representing our provincial MIAC approving our funding application to establish a 1 year Public Education Awareness Campaign reinforcing the scientific study which benefits our contractors, thank you!

The transitional period of consolidation required simultaneous planning while “peeling back the layers” one at a time. We ensured internal governance, documentation, engaged collaboration and the hiring of professionals to adhere to best practices. Rebranding and upgrading all communications soon followed. We are almost close to completion.

A strong core membership grew by 7%, as retention remains consistent within active membership. All members are encouraged to experience our benefits of engagement. As a not-for-profit organization, 2017 revealed an impressive \$78,162.55 total to date of in-kind cost savings since the Associate Member Committee was formed. Productivity remains high, as motivation remains, with best practices reflected throughout your association's daily operations management. The pleasure is mine, to serve our network as I surround myself with the best industry professionals!

“Our capacity to achieve strengthens and expands due to our greater connectivity”

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 - 2018	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”