

# ANNUAL REPORT

## *Mechanical Contractors Association Hamilton*

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### Presidents Report

**Jason Campbell**



With so much to celebrate this year, I remain both humbled yet enthused to represent such a dynamic association and committed group of members as I offer the following few, of many points of reflection.

First, Fifty Years is no small milestone and I am very proud of the MCAH

Board's efforts to appropriately honor our rich heritage. The continued willingness to support our association's committees and activities by our past Presidents is indicative of the fabric of this association and the people that have made it work for the last five decades. Second, the MCAH and UA Local 67 have continued to align ourselves in our common goal of market share improvements focusing on common promotional efforts to which I am pleased with the current level of integration, trust and transparency that has been built over the last few years and is proving essential and effective to our future needs. I thank both the current MCAH Board and specifically the current UA 67 Management for striving to achieve this mutually beneficial relationship.

Finally, Hamiltonians and surrounding neighbors have always been the proud home to the metals. Once an industrial giant, manufacturing and distributing to markets around the world from several facilities within the MCAH zone, we can state that dominance has been restored again. Never before could we have we been this proud, as Gold has now been achieved. Delivered by a fascinating, dedicated group of bright future leaders to the Mechanical industry, the MCAH / McMaster Student Chapter has exceeded our greatest expectations and reminded us all of our potential while delivering their MCAA victory throughout the fiercest of competition. Not unlike our own businesses, the resilience and efforts of; innovation, hard work, technology, and team work has paid dividends for our Gold Medal winning team. Congratulations!

For the third consecutive year, MCAH contractors achieved an increase in man hours. 2014 exceeded 2013 man hours driven largely by major Health care and food processing projects. Looking forward provincially, indicators suggest reason for being optimistic as highlighted recently by the Ontario Construction Secretariat - State of the Industry & Outlook Conference. Forecasts for 2015 include; Ontario exports are expected to rise creating an increase in manufacturing and industrial projects being driven primarily by the recovering American economy and enhanced by the low Canadian Dollar as well as the lowest oil prices this decade.

Although Commercial work is expected to remain consistent with 2014 levels, there is an increase in institutional and high rise residential starts expected in 2015. Without pursuit of projects outside of our zone, it would be realistic for MCAH contractors to see a reversal to our growth trend and should anticipate a slight decrease in 2015 man hours as many of Ontario's significant projects are planned for our neighboring zones. Known projects of notable size and opportunity for Hamilton anticipated to drive man hours moving into 2016 includes the upcoming City of Hamilton Waste Water Treatment Plant project, and an estimated \$15 billion in Hamilton area critical infrastructure projects. As our competitive challenges remain numerous and ever present, our contracting community must, like our students, embrace technology, collaborate with industry peers and partners, and continue to forge forward united with our labour partners to successfully emerge victorious in this ever changing industry. By doing so, along with hiring the brightest young professionals to support our existing veterans and proven practices, leveraging workable collective agreements, market share increase & competitiveness against non-union and organized contractors will become not only attainable but inevitable.

In keeping with tradition, Education and member service benefits remained paramount for the board and as such, the MCAH scholarship program again for the 20<sup>th</sup> consecutive year presented financial assistance to twenty deserving student recipients from our membership companies. Please make time to read and enjoy the enclosed MCAH committee reports, as they offer many additional details of your local association's endeavours throughout the year.

In closing, I would be remiss to not extend a thank you to our dedicated board members, committee volunteers, associate members, and past presidents for your contributions and the incite you have provided to both myself and the association. I have had the chance to learn from each of you throughout the year, enrichments for which I am thankful and that I will continue to apply moving forward. As Manager of MCAH, Wanda Heimbecker continues to provide "best in class" support and guidance to this association and its members which deserves of our full recognition and I thank you. To all of our members, supporters, and industry peers, please enjoy a safe, healthy, and prosperous year ahead.

**Jason Campbell, President MCA Hamilton**

## MCA Ontario Report

**Don Bennett, Chairman / George Furness MCAH**

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

2014 is a year within which, arguably, two key matters stood out in importance to MCA Ontario and its Membership, namely - the need/push for "Prompt Payment Legislation" in Ontario; and the need for us to work jointly with our labour force partners (the United Association (UA)/Ontario Pipe Trades Council (OPTC)) to improve our level of productivity and competitiveness in the marketplace. Due to the reality that we now work in a market environment in which Owner/Client loyalty and demands have changed significantly; and competition by the non-union sector has become far more broad and sophisticated, not surprisingly the need for a concerted effort to improve competitiveness by Member Firms was conveyed to us time and time again, from all corners of the province.

In September, at the invitation of the OPTC, we were given the unique opportunity to formally voice this need to all key Ontario based UA Business Managers and Leaders, on the occasion of their Annual General Meeting held in Toronto. Included in our presentation was the call for establishment of a special joint UA/MCAO "Task Force" (to meet outside of formal negotiations) charged with the responsibility of identifying and ultimately recommending (by the fall of 2015) immediate action to be taken to ensure the stronger presence and level of success of UA Forces, in today's market. By year's end, the MTBC had met on several occasions; and utilizing the broad input received from the Zones/MTBC Representatives over the summer and fall, we were well underway with seeing the proposed Joint Task Force hopefully being embraced by the UA by earlier 2015.

With respect to Prompt Payment, though a frustrating effort at times, a couple of major steps towards our realizing legislation in the Province sooner than later, were put behind us - including a formal Legislative Committee Review and Debate of the Private Member's Bill with respect to Prompt Payment (introduced in 2013); a commitment by the Liberal Government to initiate a special review of both the Lien Act and the need for Prompt Payment within our industry; and the establishment, later in the year, of a much broader lobby group (known as "Prompt Payment Ontario") to follow through on the remaining steps expected before we ultimately achieve our goal of Ontario Legislation that promises thirty day payment to Trade/Sub Trade Contractors "as the norm" vs. the current system that can often stretch payment to ninety plus days - something that has grown to be recognized by Ontario Politicians, of all colours, as being unacceptable.

The Association remained extremely active throughout the year, on a number of other fronts, beyond the two key matters touched on above. Following is a brief overview of these activities. We continued our ongoing support for a more efficient/effective structuring and operations approach within the new Ontario College of Trades; and sought assurance that Sprinkler Work would 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 College Representatives. Efforts were also focused, beginning late in the year (and in concert with the industry's "Coalition of Compulsory Trades") to convey all our concerns regarding the College to Tony Dean - recently appointed by Premier Wynne to conduct a major review of the College's operations, beginning in January, 2015. MCAO was a lead sponsor of the 2014 National Skills Canada Competition and Trades Show, held in Toronto over the summer which involved some 700 plus Students/Competitors from across the county; and directly assists in ensuring a strong future Trades Workforce for the industry. The event also served as a tremendous opportunity to showcase the careers available specific to the management side of mechanical contracting.

On the Labour Relations front we concluded preparation, for printing, of the new 2013 - 2016 MCAO/OPTC ICI Provincial Collective Agreement - which was distributed to all early in the year; and included initial key amendments related to the recent UA Local Consolidations. We also conducted a detailed internal/MCAO review of the focus and existing operational policies and procedures of MIAC (the Mechanical Industry Advisory Committee) - recognizing the need for MIAC to go back to its grass roots purpose of achieving improved market retention and growth for UA forces. Beginning in June, recommendations that arose out of this review were presented and discussed with key UA representatives, towards the joint adoption of changes by year's end. In the fall, we began the process of restructuring our Negotiating Sub Committee, in preparation for the 2016 round of provincial bargaining, beginning with the appointment of new MTBC (Mechanical Trades Bargaining Committee) Chair and Vice-Chair positions in November. Late in the year, following efforts initiated in May to jointly resolve the matter, MCAO filed an Ontario Labour Relations Board (OLRB) action against UA Local 401 - pertaining to the illegal withhold of funds owing to MCA Kingston, under the ICI Provincial Collective Agreement. Working with the OCS (Ontario Construction Secretariat), the Association also focused on identifying ways to improve upon the industry's approach to "the intake of new Apprentices"; along with gaining a better understanding as to "why individuals do not complete their Apprenticeship". We were, once again, major financial supporters of the Princess Margaret Hospital's Mesothelioma Preventative Screening/ Treatment Program; and strong proponents for broader/industry-wide sustained support for this extremely valuable and unique program - that has served in the past to directly save the lives/standard of health of so many involved in both the mechanical contracting and overall construction industry across the province.

In the area of education, we facilitated presentations (at the Local/Zone level) of special sessions on the new Ontario Plumbing Code conducted by the Ontario Plumbing Inspectors Association. provided guidance to the Membership with respect to compliance to the new Ministry of Labour "Mandatory Training Standards" - that became effective midway through the year. Continued our very strong support for the establishment of "Student Chapters" in all key regions of the Province; and provided on-going sponsorship to this outstanding initiative - that has proven to be so successful across the U.S.. During 2014, the first ever Canadian Mechanical Contracting Industry "Student Chapter Summit" was held in Hamilton - that brought together over sixty University and College Students, all focused on careers in the Mechanical Contracting industry.

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. Our MCAO Safety Group Program continued to nurture improved safety (as a result of both its unique "peer group exchange" and "educational" elements); while providing direct cost savings to participating firms (through the WSIB, premium rebates it generates - based on the Group's performance compared to non participants). 2014 proved to be "a year of record low frequency and severity in lost time injuries" for the Group. As an added feature, beginning in 2015, participating firms will be able to concurrently work towards obtaining their COR (Certificate of Recognition) Certification - as a result of their involvement with the MCA Ontario Safety Group Program. COR is rapidly becoming "the Standard" for safety that construction firms will be expected to have to perform work within Ontario.

Following a major review in 2013, MCAO recognized the overall value provided to the industry by our National Affiliate, MCA Canada; and supported increased funding to it (effective August 1<sup>st</sup>, 2014), along with a stronger initiative by MCA Canada to broaden its sources of funding over the next few years. We were most fortunate to, once again, have outstanding support and participation in our Annual General Meeting/Conference - that, during 2014, was a sold out event; and included visits to both Vancouver and the key sites of Alaska.

For more information contact MCA Ontario P: (905) 856-0342 [mcao@mcao.org](mailto:mcao@mcao.org) [www.mcao.org](http://www.mcao.org)

## Construction House Report

**Jason Campbell**

*Jason Campbell, Lorraine Waller (Alternate), Anthony DeChellis (Alternate), Wanda Heimbecker, MCAH Representatives*

MCA Hamilton represents one of five equity partner owners of the Construction House. As an appointed Board of Director's representative, collectively we govern the facility operational policies, management and maintenance with owner partners from the Hamilton Halton Construction Association, Electrical Construction Association of Hamilton, Hamilton Halton General Contractors Association and the Brantford Hamilton Niagara Sheet Metal Contractors Association Inc. In 2014, based on equity ownership, beneficiaries received a minor year-end adjustment reduction in rent as determined by Hoecht Galvin Chartered Accountants who conducted the annual audit noting a \$10,000 surplus.

The Building Condition Assessment of the exterior and interior continues to guide leasehold reinvestment planning based on the 10 year recommendation upgrade plan. An electrical assessment revealed solutions to address increased utilities operation costs, and a fair tendering process was implemented as we continue additional upgrades to maintain property value. A redesign of the board room will be completed once the existing HVAC System upgrades and HHCA plans room repurpose renovations are finalized. Building AODA accessibility regulatory standard compliance was recognized by installing the new accessible door mechanisms.

As leasehold improvement planning continues throughout the following year, all equity partners determined their own independent reserve fund and financial ownership strategy to address upcoming future leasehold improvements and expenditures. MCA Hamilton estimates our equitable leasehold portion to represent a \$85,000 investment over the next 8 years. The BHN Sheet Metal Contractors Association introduced their decision to sell their 3.4% ownership shares in the Construction House of Hamilton Limited in which a fair unified approach with interested existing owners are under review.

## Labour Management Health & Safety Committee

**Douglas Cormier**

*Douglas Cormier, (Chair), Aron Shea (Alternate), Wanda Heimbecker (Alternate)*

MCA Hamilton is an active participant on the IHSA regional committee, a forum for local Trade Associations and Contractor representatives to review skills-based training, auditing, and evaluation, 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.

As part of Ontario's health and safety system, IHSA is a leader in health and safety education, 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.

On behalf of our MCA Hamilton members. Industry stakeholder collaborations continued to engage our members through IHSA program cross-promotions, and monthly board meetings to reinforce due diligence as prevention and safety remains a top priority for all MCA Hamilton employers.

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

## Hamilton-Halton Construction Association Labour Relations Report **Anthony DeChellis**

*Anthony DeChellis, MCA Hamilton Representative*

The Labour Relations Committee members consist of representatives from MCA Hamilton, BHN Sheet Metal Contractors Association, Hamilton Halton General Contractors Association, ECA Hamilton, Roofing Contractors Association and the Hamilton & District Heavy Construction Association. The Committee met twice throughout the year to review current labour relations issues and plan future education seminars. In January 2014, they organized the Construction Grievances: Best Practices for an Effective & Efficient Process where Sherrard Kuzz LLP presented to 26 attendees with the session very well received.

2015 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 to serve as a source of labour resolve and promote stable labour relations in the area.

## MCA Canada Report

## Gaetan Beaulieu, Chairman / George Furness MCAH

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

**B**efore I begin, we, at MCA Canada, are extremely proud of what your Association and the students of McMaster University have achieved over the past several years but, more particularly, what you have achieved this year in placing in the top four post-secondary institutions for the MCA of America Student Chapter Competition, never mind actually winning the event! Well done and congratulations!

Let's start with our 72<sup>nd</sup> Annual National Conference which was held September 24-27, 2014 in St. John's, Newfoundland. This was, once again, a "first-class" event with plenty of quality educational programs and top-notch social activities including a "Rally in the Alley" evening at St. John's famous George Street. Our thanks go out to the members and volunteers of MCA Newfoundland and Labrador who helped us tremendously providing the delegates from across Canada and the United States a very successful event. If you were there, you know what I'm talking about

Since the St. John's Conference, we have been actively pursuing Prompt Payment Legislation at the federal level which would apply to federal government projects across Canada. On November 17, and 18, 2014, we met with over 25 members of Parliament, Senators, and senior policy advisors soliciting their support. We've been working with the provincial organizations assisting with provincial prompt payment legislation initiatives as well. On April 8<sup>th</sup> of this year we host a national Prompt Payment Summit in Ottawa bringing industry leaders together to share information and collaborate on prompt payment initiatives across the country. In partnership with the United Association, Canadian Council of Directors of Apprenticeship and the Federal Department of Economic and Social Development Canada, we continued to work on a Steamfitter/Pipefitter pilot project under the "Strengthening of the Red Seal" initiative. The goal of this project is to optimize the Red Seal exam through enhancing the national standard. We are also looking at alternate forms of skills assessments which will be acceptable to our industry. In addition, we also gathered and provided information on employers support and attitude regarding hiring of apprentices which will be provided to Provincial Labour Market Ministers when they next meet. Also, with the help of all provincial MCA's, we were successful in addressing the harmonization of apprenticeship systems across the country and recently brought this to the attention of the Labour Market Ministers.

We have developed an activity plan and schedule for MCA Canada service contractor members on such things as building owner partnerships, service contractor certification recognition, increased educational opportunities, assisting provincial MCA's with membership promotional campaigns, etc. As an active member of the National Trade Contractors Coalition of Canada, we are addressing the acceptability of change orders by the design community and owners as well as the current state of project documentation (plans and specifications). This involves discussions with owners, architects, and consulting engineer associations to name a few.

This past year we transformed the former Canadian Mechanical Contracting Education Foundation into a Council of MCA Canada called the Construction Education Council. This involved a new governance structure, new terms reference, new ways of offering education, offering new programs, etc. at the same time continuing to deliver educational programs such as project management, job site supervision, etc. We launched a new course catalogue as well which included many new educational programs.

We were actively involved as a member of the Canadian Energy Efficiency Alliance which is working on providing clarity in the application of certain federal deductibility rules to enhance and broaden energy conservation by building owners in the industrial, commercial, institutional and rental sectors. This will provide building owners financial incentives to move forward with building renovations and retrofits providing more business opportunities for our members. We were also recently involved in a lobby day on Parliament Hill in November, 2014.

As always, we have been very active with other organizations representing the interests of you- the members. We are involved as participated members within the Canadian Construction Association and, as a consequence, have representation on their Board of Directors, Chief Operating Officers Council, and several other CCA committees, councils, and task forces. We are also represented on CCA's Gold Seal Certification Committee.

Again, in partnership with the Canadian Institute of Plumbing and Heating, we organized another successful World Plumbing Day awareness campaign on March 11, of this year. Again, this year as in previous years, we saw World Plumbing Day being recognized in municipalities and provincial legislatures as well as the national Senate but what is really new is that it was also recognized in our House of Commons! Speaking of CIPH, last year we issued a joint procurement best practices guide to the combined membership and this year in May we continue to have joint meetings and a joint Day on Parliament Hill.

Previously I mentioned our involvement with allied organizations such as the World Plumbing Council (World Plumbing Day), the Canadian Construction Association, the National Trade Contractors Coalition of Canada, and the Canadian Institute of Plumbing and Heating. However, we are also active participants with other organizations such as MCA of America, and the International Alliance of MCA's (United States, Australia, United Kingdom, and Canada) who met this past March for their annual meeting on the occasion of MCA of America's national convention. Again another very informative meeting bringing back valuable information to be used domestically.

When I say domestically, I'm talking about our great country... Canada! As your national chairman, I am fortunate to be able to visit our members from St. John's, Newfoundland to Victoria, British Columbia and parts in between on the occasion of their meetings and conferences. This year, we plan to attend and participate in as many provincial conferences and AGM's as possible.

These are just a few of the many issues that your National Association is involved with on a daily basis. There are many more! We try our best to keep you informed of all of your Association activities through regular and consistent communication through periodic National Bulletins, "Year in Review" magazines, weekly newsletters, monthly mailings, and our new look website. We hope to tell you more when we visit you in the upcoming months ahead. I look forward to seeing as many of you as possible on these occasions. I would be remiss if I did not mention MCA Canada's charity of choice "Operation Eyesight". Over the past several years our members have literally saved hundreds, if not thousands of lives through their contributions and we expect that to continue in the years ahead with your help. On a final note, I would urge you to make a diary note for November 16-19, 2015. These are the dates for our 73<sup>rd</sup> Annual National Conference in Palm Springs, California. The theme of the conference this year is "The Heat Is On!" and you will not want to miss it!

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

## Joint Apprenticeship & Training Committee

**Lorraine Waller**

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

Throughout 2014, our well-established unified management model with UA Local 67 generated improvements, expansions and much success. Transitional changes as a result of the UA merger with Niagara are near completion, with administrative changes to be reflected in the updated Trust Agreement, presently under review. Transparency and solid communication were witnessed as a centralized apprentice system was established in conjunction with MCA Hamilton and MCA Niagara.

The governance of monitoring and producing extremely well qualified apprentices offered award winning competition results for a few of our apprentices - congratulations! Current marketplace conditions and contractor needs are regular discussions when examining the benefit of pre-apprentice programs, qualifications, and forecasting recruitment. The daily proactive monitoring of all apprentices, their attendance at mandatory meetings and their certification compliance with recent time sensitive changes within the Ontario College of Trades remain a top priority. The LAC is successfully indenturing apprentices as we maintain our TDA status with The Ontario Ministry of Training, Colleges and Universities with regular industry meetings with government representatives keeping the JATC well-informed of industry training programs, key recruitment, and program funding opportunities. The UA 67 Technical Trades Academy (TTA) in Brantford, Ontario continues to thrive as over \$100,000 of donated services and products accelerate new lab construction to expand and diversity training offerings, while reducing operating costs. Introducing a new valued training provider within this community has been well received by the local political and business sectors. Hands on, modular diversified pre-apprentice and apprentice trade training provides a first glance of future industry talent worth investing our resources. Their Annual Awards Night continues to recognize and honour our outstanding achievers.

In partnership, technology and communication reviews are examining future delivery, possible time management and productivity improvements to be implemented to streamline efficiencies to benefit contractors. We encourage all contractors to utilize employer evaluation performance tools to address apprentice skill improvement feedback to adhere to The Standards of Excellence Model and reinforce our industry's quality control.

In general, monthly JATC meetings monitor and implement regulatory compliance, policies and procedures, financial accountability, curriculum, and training. Industry forecasting prepares for future demands due to newly expanded diverse collaborations with several industry trade agencies, associations, local educators and businesses.

YEAR	PLUMBERS	STEAMFITTERS	WELDERS
1st	17	10	25
2nd	28	18	17
3rd	17	17	20
4th	26	11	N/A
5th	46	17	N/A
<b>TOTAL</b>	<b>269</b>	<b>73</b>	<b>62</b>

2014 COURSE NAME	REGULARITY
Pre-Lic. Steam	1
Backflow	3
Backflow Recert	1
Steward Course	2
Rigging & Hoisting, Basic	2
Fall Arrest	3
WHMIS	1
WHMIS Recertification	25
Residential Plumbing	2
CWB for Welders	2
CWB for Non-welders	1
Basic Safety Certification 2	1
First Aid	2
General Welding	2
Basic Plumbing In-house	1
Advanced Plumbing In-house	1
Hand Rotator Welding	1

## Report of the Nominating Committee

Lorraine Waller

In accordance with Article 6 (f) of the Constitution, the Nominating Committee has met and presents the following slate of member company representatives to be elected to the Board of Directors for the Year 2014-2015  
All have signified their acceptance of nomination.

**Name**

**Member Firm**

Jason Campbell	Aecon Industrial
Douglas Cormier	BML Multitrades Group
Anthony DeChellis	E.S. Fox Ltd.
George Furness	Geonis Mech. Contracting Ltd.
Henry Hildebrandt	The State Group Inc.
Aron Shea	Gowing Contractors Ltd.
Paul Shewfelt	Modern Niagara Toronto Inc.
Lorraine Waller	Matrix North American Construction Ltd.

The board consists of Seven (7) Members and the Immediate Past President.

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

No other nominations were received.

## Associate Member Committee

**Henry Hildebrandt**

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

Incredible achievements by a solid group of industry leaders each year strengthen our fiscal bottom line while engaging members! The significant role of our industry suppliers, your Associate members, have donated \$62,452.55 in generous goodwill through in-kind education services and sponsorship contributions since their inception just five years ago. A remarkable accomplishment as we strongly encourage all members to consider doing business with our generous suppliers first!

In 2014, \$7,614.00 of valued service contributions were received through the support of complimentary education services and gifts of support at various social networking events. This volunteer committee 'open door' policy extends an invitation to all associate members at their by-monthly planning meetings. Becoming an active member increases each associate member's membership value through the investment of time, resulting in relationships, visibility and new business. The positive impact is translated throughout the fabric of the MCA Hamilton network by way of sponsorship support to our Student Chapter, MCAH ECAH Golf Tourney, hosting the 6th Annual Pub Night along with the Annual General Meeting President's Reception & Specialty Drink.

Operating financially independent from MCA Hamilton, each year an annual voluntary \$50 donor contribution is requested by each associate member from this committee which is then reinvested back into the association on the behalf of all associate members as determined by this committee. As a not-for-profit association, MCA Hamilton recognizes the goodwill and benefit of achieving greater supplier awareness by sharing business resources, and expertise. This year, a solid core of members participated in complimentary Member Plus Education Sessions valued at \$7,340.00 which included Grant - Thorton - "Construction Fraud – Understand It, Prevent It, Detect It" and Schooley-Mitchell - "Mobile Solutions in the Field: Value vs. Function". The Member Plus Program is designed to keep our members well-informed while offering cost saving education solutions to save member companies money by offering free training programs, preferred rates, exclusive discounts or one time introductory offers to build new business relationships. On behalf of all associate members this committee continues to increase MCAH membership benefits while developing unique business development forums through goodwill. The Member Plus workshops and discounts are offered to ECAH, HAND, MCA Niagara, MCA Toronto and UA Local 67 members and staff when criteria matches are established.

## Association Manager's Report

**Wanda Heimbecker**

Beyond the daily operations management, several remarkable achievements and memorable moments were introduced in 2014 for your association and myself as your manager. The "team work" philosophy was put into action, strengthening existing collaborative industry relationships within our committees, board of directors, past presidents, and valued industry affiliates.

Forecasting transitional changes always well prepares your leadership with adaptations, and in some cases, on our radar three years in advance, to ensure core programs are never jeopardized as active membership remained steady. Great respect, care and integrity is invested to ensure clear communications and governance management decisions reflect your best interest through responsible budgeting, program delivery, establishing member benefits, and recognizing goodwill.

Representation on 19 industry committees in conjunction with our provincial and national colleagues at MCA Ontario, CEC, MCA Canada, and MCA America protects our ability to engage business networks eliminating boundaries. On your behalf, committee reports reflect efforts, local progress, future sustainability, policy reviews, which effect our marketplace growth through municipal, provincial and national consultations with all levels of leadership and our multi-trade industry partners. I am pleased to continue representing our association within Norfolk and Haldimand counties on an advisory board capacity to city council through supporting economic development.

What an honour and thank you for your trust, in caring for your legacy. Planning a special commemorative video and 50<sup>th</sup> Anniversary celebration in 2015 will be memorable! Our Student Chapter has made a significant impact across Canada and within the United States as new chapters are underdevelopment, the 2nd Canadian Summit was hosted by our good neighbours in Kitchener-Waterloo with sponsorship support offered by MCAH, MCA Canada acknowledged chapter development merits through their annual budgeting and strategic plan and yes, their top 4 placement at the MCA America Competition returned a sweet victory as the 1st Canadian team participating and actually winning this prestigious award! Imagine that...many of us are still speechless!

Motivation, perpetual growth, diversity, and engagement through a professional network of professionals that build communities and represent a work ethic and sense of integrity we cherish and work hard to instill in our next generation. Finally, valuing and investing in people, a genuine display of authentic leadership within MCAH exists, as positive stewardship encourages prosperity effecting our present, future and past.

## Education Committee Report

**Paul Shewfelt**

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

Your responses to our annual education survey provides us with the guidance needed to ensure training needs are met to fulfill our mandate which is to focus on a "learning for life" philosophy. The 20th Annual Student Scholarship Awards exceeded total funding gifts of \$384,000.00 this year! We witnessed a new generation of extraordinary applications from students, children of salaried employees of local area contractor member employers. Noted as one of our most valued programs, twenty \$1,000.00 scholarships are issued to recipients who are students either entering or currently enrolled in universities or colleges across Canada. The criteria; maintaining an exceptional grade average, established an outstanding commitment to their community through volunteerism, leadership development and demonstrated superior interest in the mechanical contracting industry or their chosen field of study. The MCA Hamilton McMaster Student Chapter \$1,000 Scholarship was also awarded at this ceremony.

Over 30 members attended our education programs offered locally this year. In March, Planned & Unplanned Compression filled our training room with the return of Dr. Awad S. Hanna, Ph.D., P.E., a professor of construction engineering and management at the University of Wisconsin, Department of Civil and Environmental Engineering, holding M.S and Ph.D. degrees from Penn State University. In April The Ontario Plumbing Inspectors Association in conjunction with MCA Ontario offered a Plumbing Code Update Course to introduce the new Plumbing Code which took effect on January 1, 2014 to adhere to venting requirements, the new water pipe sizing, and the numerous code changes that have taken place. Annual member training subsidies issued increased in 2014 as a result of more members attending and applying for financial reimbursement as graduates from the Gold Seal Certified Project Management fall program was offered by the former Canadian Mechanical Contracting Education Foundation now known as a Council of MCA Canada called the Construction Education Council. Members are encouraged to explore additional cost-savings through the Canada-Ontario Job Grant (COJG) when completing all education courses.

Maintaining diversification allows the Education Committee to work in partnership with our affiliated construction associations wherever possible which includes; the Electrical Construction Association Hamilton, Hamilton Halton Construction Association, HAND Association of Sewer Watermain and Road Contractors Operating as the Hamilton & District Heavy Construction Association, Mechanical Contractors Association Niagara, Mechanical Contractors Association Kitchener-Waterloo, Mechanical Contractors Association Toronto, United Association of Journeymen and Apprentices of Plumbing and Pipe Fitting Industry of the United States and Canada - Local 67, municipalities, education industry associations, and our internal network consisting of the Mechanical Contractors Association Ontario, Mechanical Contracting Association Canada, Canadian Construction Education Council along with utilizing certified presenters from within our membership and suppliers. These extensive, valued resources enable our association to provide members with diversified "innovative" education programming throughout the year at a minimal or no cost option.

## Promotion Committee Report

**Aron Shea**

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

Did you hear our Association turns 50 years young in 2015? Planning commitments were sealed as the involvement of all past president's aided in our research to determine how to best serve, celebrate and honour this occasion. Thank you to all who contributed ideas which helped to shape our recognition plans for this passage of time with dignity not to mention our special brand of humour!

Notable highlights include our Annual Golf Tournament with industry partner the Electrical Construction Association of Hamilton which raised \$2,653.37 for MCAH's charity, the Hamilton Health Sciences Foundation (HHSF). Representing the hospital network serving south-central Ontario (Chedoke, Hamilton General, Juravinski Hospital and Cancer Centre, McMaster Children's, McMaster University Medical Centre and St. Peter's) continues to realize our support as the golf tourney proceeds and an additional donation in lieu of Christmas Cards revealed a substantial \$308,677.64 contribution to date on behalf of our members. Annual industry building events this year included World Plumbing Day on March 11, 2014, the 55th Annual Bay Area Science & Engineering Fair annual scholarship award and judging along with the coordination of several member social networking events, the Annual General Meeting, Trade Show and Christmas Party. External engagement and support to increase and maintain venues for business development for members occurs wherever possible to achieve the collection of data, strengthening of industry relationships and governance ethics, supporting industry, succession planning, establishing economic development reinvestment, maintaining shareholder relationships, and fostering community goodwill. The collaborative efforts of promotion can be also seen through the fabric of a number of other MCAH joint committees. Through the OCS Local Tripartite, collaborations with our industry partner UA Local 67 and representation at various HHCA, ECAH, HAND, OCS, MCAO, MCAC association functions throughout the year encourages discussion between industry partners providing a greater understanding of better business practices, current industry priorities, challenges and opportunities.

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

## McMaster University Committee

**Lorraine Waller**

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

**Bringing Home GOLD !** Our Hamilton McMaster University Student Chapter Competition Team marked a Canadian first by winning the MCA America Student Chapter Competition!

Their top 4 placement was announced in December 2014 with the prestigious United States Award obtained in the spring of 2015! Mechanical engineering students are also guided to excellence under the supervision by Dr. Stephen Veldhuis, MCA Hamilton McMaster Student Chapter Faculty Liaison, Ph.D., P.Eng., Associate Professor and Director at McMaster Manufacturing Research Institute (MMRI), civil students by Professor Saiedeh N. Razavi, PhD, Chair in Heavy Construction Assistant Professor, Department of Civil Engineering Associate Member, Department of Electrical and Computer Engineering/Associate Member, School of Geography and Earth Sciences McMaster University along with the members of MCA Hamilton for their stewardship efforts!

Monthly meetings implement the planning of industry site tours, student mentoring, fundraising, social networking, and the Lake Avenue School community outreach day in conjunction with the Hamilton-Wentworth District School Board. The 6<sup>th</sup> Annual Meet & Greet event was well attended, resumes distributed to members and generous support offered by attending the 2<sup>nd</sup> Canadian Student Chapter Summit hosted by Kitchener –Waterloo.

Our previous endowment gift of \$125,000 to establish the McMaster University Heavy Construction Chair noted several highlights as our Advisory Board role provides an opportunity to guide curriculum as a proactive measure to address industry succession planning. The Dean's Team Excellence Award was received by the Heavy Construction Internship Program, 2014 topical influencers include, future demands on infrastructure, acknowledging a paradigm shift in infrastructure, construction, transportation and technology, establishing links to discussions with several municipalities and Ministry of Transportation's Operation Management Team, several submitted research proposals, and a research grant secured for a collaborative research project to develop a Smart Phone Construction Site Safety Awareness System. Current teaching include; construction, project management as well as engineering economics. Dr. Ravazi's philosophy is to engage industry by including modules and working events. The class also benefited from more site visits and guest lectures, the new HAND scholarships were also introduced.

## Hamilton Halton Construction Association Report

**Paul Shewfelt**

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

In 2014, the HHCA worked hard to set the ground work for key initiatives that will allow the association to move forward and to be ready for challenges that lay ahead. The first initiative was the launch of our new electronic plans room with BestBidz. HHCA needed to provide its members with a more sophisticated EPR system. The second initiative, critical for the health and stability of the association, was the revamping of their by-laws. Changes allow HHCA to recruit and encourage additional participation from our membership and will allow all categories of members to sit on the Operations Committee and the Board.

The Gold Seal Program operated by the CCA and facilitated in our area by the HHCA has enjoyed growth as a result of the continued promotion of the program through a variety of communication tools. This includes the website, monthly newsletter, weekly bulletins and member recognition and awards such as at our AGM in 2014. Our Safety Group Program continues to be a success and has enjoyed strong participation over the past 14 years. Member firms have received support and in all aspects of their health and safety programs and have benefited from significant rebates for their efforts. Rebates total \$15,190,729 since the beginning of the Program. While the prevention program continues to evolve in Ontario, new this year was the introduction of the Women in Construction group which encourages women from all areas and departments within a firm to get together to socialize, network and participate in member benefits.

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



**MECHANICAL  
CONTRACTORS  
ASSOCIATION  
HAMILTON**

Phone: 905-522-1965  
Fax: 905-522-2608

E-mail: [manager@mcahamilton.org](mailto:manager@mcahamilton.org)  
<http://www.mcahamilton.org>

## Past Presidents

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

*\* Deceased*

## Mission Statement

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