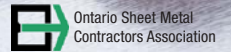


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CROSSFLOW

WINTER 2017 / 2018

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

SKILLS SPOTLIGHT



Apprentices Shine at 2017 Apprentice Competition

The 2017 Ontario Sheet Metal Apprenticeship Competition was held from September 27 to 30, 2017 at the Caesars Windsor Hotel in Windsor, ON.

The annual competition celebrates the achievements made by OSM and

OSMWRC towards the development of a skilled workforce.

This year's competition saw 13 apprentices from across the province compete for the opportunity to participate in the Canadian Apprenticeship Competition

being held in Victoria, BC, from July 4 to 8, 2018.

Following a pattern development session and theory exam, competitors proceeded to create this year's fabrication – a

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Apprentices Shine at 2017 Apprentice Competition

...continued from page 1

slot machine celebrating Canada and the Windsor region.

OSM Directors Rob Felbel and Larry McDonald were tasked with the difficult job of judging the completed projects. This year's winners included:

- **First Place – Chris Muha**, Lancaster Sheet Metal, Local 537, Hamilton.
 - **Second Place – Nicholas Vairey**, William Radtke Sheet Metal, Local 562, Waterloo-Wellington.
 - **Third Place – Kyle Whalen**, E.M. Air, Local 285, Toronto.
 - **Fourth Place – Matt Heyman**, R.K. Sheet Metal, Local 269, Kingston.
 - **Fifth Place – Derek Sabbe**, Spada Sheet Metal, Local 235, Windsor.
 - **Congeniality Award – Zach Thoms**, Summit Sheet Metal, Local 30, Toronto.
- Following the awards ceremony, Larry McDonald announced that he was retir-



Chris Muha, Lancaster Sheet Metal (centre), accepts the 2017 Ontario Apprentice Competition First Place Award from Richard McLeish, SMWIA Secretary Treasurer (left), and OSM Executive Director Darryl Stewart.

ing after 30 years of judging the Ontario and Canadian competitions. McDonald's dedication and contribution to the apprenticeship program was acknowledged at the award dinner by all in attendance.

The 2018 Ontario Apprentice Competition will be held in the Waterloo-Wellington region. Further details will follow.

OSM Hosts Windsor Regional Meeting

The OSM Management Committee hosted a regional meeting with Windsor and Sarnia members during the



Members of the OSM Executive met in Windsor for a Regional Meeting. The group also had the opportunity to celebrate the craftsmanship of the apprentices who participated in the 2017 competition.

Ontario Apprentice Competition in September.

Discussions included member representation through the Mechanical Contractors Association of Windsor and the Sarnia Sheet Metal Contractors Association, labour relations, SMACNA news and manpower availability. OSM also outlined upcoming association initiatives and activities.

OSM thanks the members for attending and providing valuable input so that the committee may better understand the needs and concerns of the Windsor, Chatham and Sarnia membership.

HEADLINE NEWS

Ontario Government Launches New Incentive Program for Employers of Apprentices

The Ontario government has introduced a new incentive regime for employers of apprentices in Ontario – the Graduated Apprenticeship Grant for Employers (GAGE).

The new program replaces the Ap-

prenticeship Training Tax Credit (ATTTC), with the objective of improving completion rates and increasing apprenticeship opportunities for under-represented groups such as women, indigenous peo-

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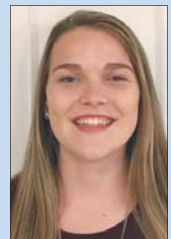
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RECOGNITION

Wally McIntosh Memorial Scholarship Winners Announced

Wally McIntosh would certainly be proud of the hard-working students recognized each year through a Memorial Scholarship award presented in his name by the Ontario Sheet Metal Contractors Association (OSM).



Nicole Jackson



Jordan Martin

The former OSM president who passed away in 1982 at the height of his career always held education in high esteem. Each year OSM offers two, \$2000 schol-

...continued on page 4

Message from the Executive Director

The fall months have been extremely eventful and busy for OSM, and I wouldn't want it any other way. Most notably the renovation of the association office has been completed; SMACNA announced a chapter amalgamation; and a review of the OSM bylaws by the board of directors is currently underway.

From June to September, the office of the Toronto Sheet Metal Contractors Association – from which OSM operates – underwent a complete renovation. I must commend the OSM staff who patiently managed to keep the day-to-day association business rolling along even with all of the upheaval. During this time, I had the opportunity to return to my project management roots and get right in on the dust and noise of construction, which I absolutely loved!

The renovations completed included improvements to the office lay-out, updating of wall finishes and furnishings, installation of energy efficient LED lighting and, most notably, the replacement of ductwork and air terminals to correct what was terrible air distribution. The air distribution issue was further compounded by two, different-sized rooftop units which were ducted to the wrong floors – a comedy of errors I coined, Curly, Larry and Mo. Zoning control was also added to better the system's ability to adjust to varying occupancy loads within the boardroom, as well as differences in solar heat gain throughout the office space. Although we thought the renovation was complete, it was determined that repairs were also required to some scary electrical work which was uncovered following an above-ceiling inspection.

We now have an office that the staff can be proud to work in and that members and industry partners may utilize to host various business meetings. Best of all, the work was completed under budget thanks to the generosity of Nailor Industries (who donated the air terminals and terminal boxes) and Black & McDonald (who donated all of the new light fixtures). I would also like to acknowledge the assistance of G & G Sheet Metal, Tek-Mor, John C. Rogers Sheet Metal and Peppertree Air Solutions for their supply of top-notch materials and labour.

In the SMACNA arena, the amalgamation of the five Ontario Chapters – Southeast, Southwest, Central, Northern and Toronto – was granted resulting in the formation of one provincial chapter now known as SMACNA Ontario. The chapter will be managed by the OSM board of directors, with the OSM president, president-elect and myself, as executive director, serving as Chapter president, Chapter representative and Chapter executive, respectively.

At our request, SMACNA has also granted an increase of training programs from five to 12 sessions so we can offer additional educational opportunities to our members across the province. We encourage all member firms and their employees to take advantage of these offerings and attend these informative sessions. Although the construction industry is extremely hectic at times, it is also important to make time for professional development. A single day invested in learning can provide a huge payback in dividends for years to come.

In addition to the training programs, we are also promoting the SMACNA Ontario Chapter as a resource for technical expertise and a source of high-quality contractors. The Chapter is now evolving and connecting with the design community through joint events with ASHRAE, and by providing technical support to individual design firms and building department officials through its seat on the Mechanical Services Advisory Committee (MSAC). The MSAC is a committee comprised of municipal building departments that review best practices, as well as the Ontario Building Code.

As an Employer Bargaining Agent, OSM is required to have an accurate pulse of all geographic regions across the province. This is achieved by having the OSM board of directors and the Labour Relations Council comprised of representatives from each of the local areas.



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...continued from page 3

Wally McIntosh Memorial Scholarship Winners Announced

ships to children of OSM member firm employees who are graduating from high school, and entering college or university studies. The scholarship fund also offers a \$1000 scholarship to a deserving student enrolled at Lambton College, located in the McIntosh's home town.

Each year presents a new challenge for the panel of five judges who decide on the two most deserving applicants. Not only are their academic achievements considered, but so are their extra-curricular activities, community outreach, leadership qualities and employment history.

After much deliberation and discussion, the panel awarded the scholarship awards to **Nicole Jackson** and **Jordan Martin**.

Nicole Jackson is the daughter of Bruce Jackson who is a sheet metal worker at Poleair Technical Inc. Jackson is currently attending Western University in the Health Sciences program. Her academic goal is to attend graduate school for Occupational Therapy.

Jordan Martin is the daughter of Steve Martin who is an engineer with Modern Niagara Mechanical. Martin is attending the University of Guelph striving for a Bachelor of Science with a major in Bio Medical Science. Her academic goal is to attend medical school.

This year's Lambton College recipient is **Justin Murphy**. Murphy is currently in his first year enrolled in the Millwright Mechanical Technician program at Lambton.

Congratulations to all recipients!

NEWS FLASH

Ontario College of Trades Releases Members' Code of Ethics

The Ontario College of Trades (OCT) has released its Code of Ethic, raising the standards and profile of the skilled trades in the province by further defining the professional obligations which are already applicable to all members and contained in the Professional Misconduct Regulation.

The code provides members with greater clarity on how to engage in the practice of their trades in the most professional way possible. It is an essential

... continued on page 7

INDUSTRY VICTORY



The Ontario construction industry celebrated a great victory on December 5, 2017 as Bill 142 – the Construction Lien Amendment Act was passed with a unanimous vote at Queen's Park. This marks the first approved prompt payment legislation in Canada and will hopefully serve as a guide for the rest of the country to follow.

Bill 142 was first introduced in the Ontario Legislature in the spring and has since been a priority item on the legislative agenda. Having attained royal assent before the house adjourns for the holiday season now promises a new year for the over 400,000 Ontario construction sector workers who will begin to see the effects of a prompt payment system that looks out for their livelihoods. The bill will also bring added adjudication measures that will significantly reduce payment delays, which have been identified as the biggest barrier to investment, improved productivity and increased employment in the construction industry.

In other regions of Canada, the development of prompt payment legislation continues.

In Saskatchewan, the Saskatchewan Construction Association announced at its annual general meeting that the provincial government would be introducing legislation to remedy increasingly long wait times for payment on completed projects.

In Quebec, the CMMTQ (Corporation des maîtres mécaniciens en tuyauterie du Québec) announced that provisions to Bill 108 were introduced in the spring of this year. The provisions allow the government to introduce prompt

payment measures for public contracts, including payment schedules and adjudication mechanisms. It is anticipated that there will be pilot projects for one or two years prior to full implementation, in order to test the new measures. Following the test period, a regulation applying to all public contracts will be adopted. The CMMTQ continues to work with the Ministry on this issue.

Alberta Infrastructure began implementing prompt payment clauses in its various construction contracts since April 2016. In a letter to Alberta Premier Rachel Notley, the Alberta Construction Association applauded the change, and urged the province to extend these prompt payment clauses to other public agencies like school boards and municipalities. The province hasn't given any other direction on this issue, but it certainly signals a shift in the industry.

The British Columbia Law Institute has been undertaking a builders lien reform project to review the Builders Lien Act (BLA). Although there has been significant evolution in the BC construction industry, the BLA has not been comprehensively amended since 1997. An expert committee has been tasked to assist the BCLI to prepare a report indicating the proposed revisions. It is anticipated that the new or amended BLA will include prompt payment provisions similar to those in Ontario.

On a federal level, Bill S224 – the Canada Prompt Payment Act has currently stalled. After passing third reading in May, it is anticipated that the federal bill will closely model that of Ontario Bill 142.

OBITUARY

Kevin Rabishaw

Kevin Rabishaw passed away peacefully in his home in Sharon, ON, on October 13, 2017 following a battle with pancreatic cancer. He was 57-years-old.



Rabishaw was a proud tradesman who successfully elevated the profile of the trades in Ontario through his leadership and advocacy for recognition, policy, education and safety in the industry. Specifically, he was the first executive director of the Ontario Sheet Metal Workers Training Centre and played an integral part in building the success of the centre. After resigning from the training centre, he joined the Ontario College of Trades as co-manager of Compliance and Enforcement.

The Ontario Sheet Metal Workers Training Centre is intending to honour Rabishaw's contribution to both the training centre and the sheet metal trade at a special ceremony to be announced at a later date.

Rabishaw will be sadly missed.

Updated Collective Agreement

An updated PDF version of the 2016-2019 Collective Agreement – inclusive of the December 1, 2017 wage schedule revisions for the London and Toronto areas – is available at the OSM website in the "Members Only" portal. The document is searchable and has bookmarks for quick navigation.

... continued from page 4

Message from the Executive Director

In the past, as local unions amalgamated, so did the affected local area associations. These amalgamations resulted in a reduction in the number of board directors and Labour Relations Council representatives. A common misconception is that OSM bylaws mandate amalgamation. This has driven the anticipation that the Sarnia and Windsor associations will amalgamate. The OSM bylaws identify 10 geographic areas within the province and afford the members within those geographic areas to form a local association. There is no stipulation under the bylaws for the geographic areas to align to a given local union.

Moving forward, it is highly probable that local unions will continue to amalgamate forming one provincial local union. With that in mind, the governance structure of OSM shouldn't simply follow how the local unions amalgamate, but rather be structured to best serve the membership from both a local and provincial perspective. A review of OSM's governance and labour relations structure was tabled at the board of directors meeting in August. The Management Committee is currently reviewing this structure and will provide recommendations for any bylaw revisions in the new year.

Finally, the Ontario College of Trades is currently seeking applicants to fill two employer vacancies on the Sheet Metal Trade Board. I have been asked if I would throw my hat into the ring, however, under the qualification criteria, I am not deemed an employer. However, I am willing to make an attempt. In any event, these openings need to be filled and I encourage those interested to apply at <http://cot-appointments.ca/>.

In closing, I wish all of our members and industry partners the best for a happy holiday season!

- Darryl Stewart,
OSM Executive Director

SPECIAL FEATURE

By MARK MOORE, Engineered Air



Supplementary Standard SB-10

As it applies to large commercial air conditioners

OSM NOTE: *The Mechanical Services Advisory Committee has reviewed this matter at its November 2017 meeting, and expects that building departments will be diligent when conducting inspections to ensure equipment is compliant with the code. Compliance is best achieved by designers stipulating code compliant air conditioning units within the specifications; by the designer verifying through the shop drawing submittal and review process that the equipment meets code requirements; and, lastly, by site verification by the designer, commissioning agents and building officials that the installed equipment is indeed code compliant.*

Supplementary Standard SB-10 has been a part of the Ontario Building Code since July 1, 2011. It is an energy efficiency supplement to the code that mandates verification of energy efficiency through independent testing standards.

Electrically operated unitary air conditioners and condensing units are types of heating, ventilation and air conditioning equipment commonly used in many commercial facilities.

A key area of SB-10 is the testing and verification of the efficiency of heating, ventilation and air conditioning equipment. SB-10 requires that this equipment meet the testing, verification and labelling procedures for minimum efficiency as outlined in section 6.4.1.A of ANSI/ASHRAE/IES 90.1 specification.

In the specific case of electrically operated unitary air conditioners and

condensing units, 6.4.1.A identifies both minimum efficiencies and the applicable AHRI test procedure to verify these minimum efficiencies. AHRI issues registration numbers to all manufacturers for their applicable models that have performed verified testing. Manufacturers are then allowed to affix a label to their equipment that certifies their compliance with the standard.

Equipment that does not clearly demonstrate that it has been tested to the appropriate AHRI test procedure should be considered non-compliant with the code.

Natural Resources Canada (NRCAN) maintains a complete list of all manufacturers and their verified, tested models, along with AHRI Registration Number(s). Listing of verified large commercial air conditioners can be found at the NRCAN web site.

EDUCATION

SMACNA Ontario Grows Industry Relationships

On August 15, SMACNA Ontario hosted a Lunch & Learn for LGA Architects.

Mark Terzigni and Delaine Deer from SMACNA Technical Services, and SMACNA Ontario member Peter McGoey of Semple Gooder, provided LGA representatives with an information session on architectural sheet metal standards.

Since SMACNA Ontario has never provided an architectural session in this



fashion before, feedback from LGA was crucial. SMACNA Ontario anticipates providing similar sessions for other members of the Ontario Association of Architects (OAA) in the near future.

SMACNA Ontario and ASHRAE Toronto Host Third Annual Exposition and Meeting

SMACNA Ontario in partnership with ASHRAE Toronto hosted its third annual exhibition and meeting on November 6 at the Novotel North York.

Industry manufacturers and suppliers exhibited their products and services, and networked with the designers, consultants and building officials who attended the event.

SMACNA Technical Services Direc-



tor, Eli Howard provided a key note address, presenting detailed information on "The Who, What and Why... Application and use of fire/smoke dampers in commercial structures."

A subsequent panel discussion further probed the responsibilities of designers, manufacturers, contractors and inspectors to ensure that the products selected and installed meet not only code requirements, but owner requirements as well. In addition to Howard, the panel consisted of Aldo Jimenez of Underwriters Laboratories; Denka Mortella of Nailor Industries; and moderator Darryl Stewart, OSM executive director. Unfortunately, Mike Mihajlovic of the Ministry of Municipal Affairs fell ill prior to the event and was unable to participate.

... continued from page 4 Ontario College of Trades Releases Members' Code of Ethics

part of the OCT's ability to self-regulate and is compulsory for all members.

The code signals to the public that members are accountable and that there is a process in place to handle any complaints. It is enforceable by the OCT which means if a member contravenes the code, it could constitute professional misconduct and impact the

ability to practise their trade. The code is another way to fulfill the OCT's legislated duty to serve and protect the public interest as the provincial regulator of the skilled trades.

For more information, click on the following links: *Guide to the Code of Ethics for Members*, *Code of Ethics FAQs*, *OCT Code of Ethics*.

SMACNA NEWS REEL

SMACNA Formalizes Ontario Amalgamation

SMACNA Ontario has formalized the amalgamation of the five Ontario Chapters into one provincial organization. The following SMACNA Ontario members have been appointed to various committees of the new Chapter:

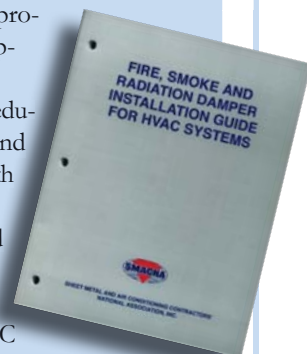
- **Bill Giffen** (Giffen Canada) has been re-appointed to the Industrial Contractors Steering Committee;
- **Paul Dolan** (Francis HVAC) was appointed to the Seismic Restraint Task Force;
- **Danny Dillon** (Dilfo) re-named to the Technical Resources Committee; and,
- **Erin Oliver** (Modern Niagara) re-appointed to the Health & Safety Committee.

Managed by the OSM board of directors, OSM encourages its local associations to promote, participate and host SMACNA events in their various regions.

Later this month, SMACNA will be announcing the 2018 Supervisory and Chapter Education programs available in 2018. SMACNA Ontario will be consulting with its local regions to determine preferred programs for the upcoming year.

In terms of educational guides and manuals, the sixth edition of the Fire, Smoke and Radiation Damper Installation Guide for HVAC systems has been issued for public review. This will not be an ANSI manual, but rather a guide document.

Additional manuals and papers which will be issued in 2018 include the following:



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Ontario Sheet Metal Contractors Association

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Robert King, President

RK. Sheet Metal Consulting & Management

Robert Felbel, President Elect

Nu-Tech Metal Sales & Service Ltd.

Cathy Godin, Vice President

SK Sheet Metal Ltd.

Kim Crossman, Treasurer

DMC Mechanical Ltd.

Jim DiNovo, Past President

BML Multi-Trades Group Ltd.

Darryl Stewart, Executive Director

Ontario Sheet Metal Contractors Association

George Gallant, Director

LOR-DON Ltd.

Steve Koutsonicolas, Director

Caltab Air Balance (2005) Inc.

Felix Lopes Jr., Director

Lopes Mechanical Ltd.

Larry McDonald, Director

McIntosh Mechanical Inc.

Harry Vogt, Director

Nelco Mechanical Ltd.

Crossflow is the official marketing publication of the Ontario Sheet Metal Contractors Association. Circulated four times per year, the e-newsletter is designed to provide association news and program updates, government affairs information, educational opportunities, as well as updates on current industry trends.



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Ontario Government Launches New Incentive Program for Employers of Apprentices

... continued from page 4

ples, francophones, people with disabilities, newcomers and visible minorities.

Ontario's Apprenticeship completion rate has not increased significantly in spite of the financial incentives that are currently available to employers. The GAGE will aim to address this issue by providing incentives to eligible employers throughout the apprenticeship journey, with increasing payments as apprentices move through to completion. This will encourage employers to train apprentices

In addition, the government is developing a bonus for in-demand trades to support training apprentices now in an effort to meet projected labour market needs in the future. Details about this bonus will be released early next year.

The table in Figure One depicts the proposed GAGE design with respect to the funding disbursements for employers as apprentices complete their in-school training levels and approach the completion of their training.

Table One. Graduated Apprenticeship Grant for Employers (GAGE)
Funding Disbursements to Eligible Employers*

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4**	C of A / C of Q	Grand Total
Grant amount per level completed	\$2500	\$2500	\$3500	\$3500	\$4700	\$16,700
Under-represented bonus	\$500	\$500	\$500	\$500	\$500	\$2500
Total Per Level	\$3000	\$3000	\$4000	\$4000	\$5200	\$19,200

* Note this table does not capture the in-demand bonus, which will offer additional funding on top of the amounts listed. The government is committed to developing an additional incentive for in-demand trades in spring 2018 based on labour market information.

**Note there are only three trades with four levels of in-school training.

from registration through to completion.

Through GAGE, employers could receive up to a maximum of \$19,200 in grant funding over the lifecycle of an apprenticeship. This amount assumes that an apprentice has fully completed the three to four levels of his/her in-class training in a specified trade, has been issued a Certificate of Apprenticeship or a Certificate of Qualification, and is from one of the eligible under-represented groups.

The GAGE is available to all of the 125 ATTC-eligible trades, plus five additional service sector trades. Employers who register apprentices after November 14, 2017 will automatically be enrolled in the GAGE program, and the province will begin dispersing funds in 2018.

For apprentices registered on or prior to November 14, the ATTC will continue to be available to employers for up to 36 months.

For more information visit www.tcu.gov.on.ca.

... continued from page 7

SMACNA Formalizes Ontario Amalgamation

- Updated Seismic Restraint Manual;
- Food Service Guidance Manual;
- Testing & Balancing (TAB) Guidelines;

- TAB Procedural HVAC Duct Inspection Guide; and,
- Grease Duct Construction tables.

For more information on SMACNA, please visit <https://www.smacna.org/>.

THANK YOU SPONSORS!



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