



# Did You Know

## MECHANICAL CONTRACTORS ASSOCIATION OF TORONTO (MCAT)

*The Mechanical Contractors Association of Toronto (MCAT) is the leader of the mechanical industrial, commercial and institutional sectors. The Mission of the MCAT is to promote professionalism, cost-effectiveness, safety and productivity of mechanical services through education, labour relations, public relations and government affairs.*

*We are pleased to present you with the first edition of "Did You Know". This periodic communication tool will provide quick facts on new legislation, current industry issues, updates on practice standards and other relevant industry news. "Did You Know" is intended as a two-way communication tool so we welcome your feedback, updates and questions to be considered for future editions.*

*"Did You Know" will be distributed to members via email and will also be posted on the MCAT website.*

## WORKING AT HEIGHTS TRAINING REQUIREMENTS

Working at Heights training is a requirement set out in O. Reg. 297/13 (OHSA) and must be completed by the **April 1, 2017** deadline.

Employers will be required by O. Reg. 297/13 (OHSA) to make a training record available to an inspector on request. This may include an employer's own method of record keeping or copies of each worker's CPO issued proof of completion.

Inspectors will take enforcement action, as necessary, in response to any violations of the OHSA and its regulations, taking into account the particular circumstances they encounter on the project.

Enforcement may include issuing orders requiring the employer to comply. An order could require compliance within a certain time-period. If the hazard was imminent, a stop work order could be issued.

A non-compliant employer could also be prosecuted, where appropriate, under the Provincial Offences Act.

MCAT encourages all its members to ensure that their workers are properly trained.



Don't delay! Get your employees trained well before the deadline. It will be too expensive to endure long line ups and delays to your projects by waiting to comply.

Working at Heights training is still available through Local 46. For further information and registration please contact **Cathy, Local 46 - Barrie office, at 705-722-3006.**

## WHAT'S HAPPENING 2017

### MCAA 2017 Annual Convention

San Diego, CA  
March 5-9

### State of the Industry & Outlook Conference

Metro Toronto Convention Centre  
March 9

### Estimating Course Part II: (MCAT)

March 14, 21, 28, April 4, 11, 18, 25 & May 2

### CEC - Service Manager Training (at MCAT)

March 29-30

### Working at Heights Training

Local 46  
March to July

### CEC - MSCC Sales Academy (at MCAT)

April 19-20 & May 17-18

### Commissioning 101: (at MCAT)

April 28

### ORAC 50th Annual General Meeting

Maui, Hawaii  
April 29-May 5

### MCAO Annual Meeting

Edinburgh, Scotland  
May 11-19

### MCA Toronto Young Executive Golf

DiamondBack Golf Club  
May 26

### OPIA 87th Annual Meeting

Kitchener, ON:  
June 11-13

### MCA Toronto Golf Classic

Nobleton Lakes Golf Club  
June 22

### ORAC Annual Charity Golf Tournament

Glen Eagle Golf Tournament  
July 6

### CEC Golf Tournament

Royal Ontario Golf Course, Milton, ON  
July 12

### MIAO 19th Annual Golf Classic

Nobleton Lakes Golf Club  
August 18

### MCA Toronto 54th Annual General Meeting

Blue Mountain Resort  
September 29-October 1

### Advanced Leadership Institute

Massachusetts, USA  
Part I September 10-14, Part II November 5-10

### MCA Canada 76th Annual Conference

Maui, Hawaii  
November 6-9

### Construct Canada Tradeshow

Metro Toronto Convention Centre, Booth 641  
November 29-December 1

## BILL S-224: CANADA PROMPT PAYMENT ACT

Prompt Payment Legislation, Bill S-224, introduced into the Senate on April 13, 2016, has passed 1st & 2nd reading in the Senate and is now before the Senate Committee on Banking, Trade and Commerce.

Hearings were held on February 2nd, 8th & 9th, 2017 featuring MCA Canada, Senator Plett and numerous industry stakeholders and representatives of the federal government.

We support the need to eliminate payment delays for completed work. MCAC is diligently working with all levels of government to initiate protocols to ensure contractors get paid for the work they have successfully completed.



We are expecting additional testimony from constitutional experts. After which, the Senate committee will be meeting and going through the Bill "line by line" together with proposed amendments.

It is our understanding that once this process is finalized, the Bill and amendments will be brought

forward for third reading in the Senate and hopefully passed. Then off to the House of Commons for "Round 2".

We will keep you updated on this very important legislation.

### CAUTION TO ESTIMATORS!

When pricing work in the areas covered by the MCAO Collective Agreement, Zone 10 (Barrie), please note the last sentence on Page 158, Schedules Rates of Pay, Section "A" that states: "There shall be only one (1) rate of wages paid on every job for each category." This could be a costly oversight when pricing work in the Barrie area.

### MEDICAL MARIJUANA IN THE WORKPLACE

On February 8, 2017, Mr. Paul Macchione Associate with Norton Rose Fulbright LLP, delivered an informative presentation entitled "Marijuana Coming to a Workplace Near You".

According to Health Canada, in 2014 there were 40,000 active medical marijuana prescriptions. The number is projected to increase to 500,000 by 2024. In line with this expected increase, employers must be prepared to deal with related issues in the workplace particularly where employees are in safety sensitive or safety critical roles.



Mr. Macchione covered important related topics such as: *Workplace Safety, Drug Testing, Human Rights Obligations, Best Practice*. Employers are encouraged to be proactive in implementing relevant changes to their current Policies & Procedures. A copy of this presentation has been sent out to the Membership or you may request a copy by email at [communications@mcac.on.ca](mailto:communications@mcac.on.ca).

### WE WANT TO HEAR FROM YOU!

Any questions, suggestions, compliments, concerns or updates regarding important current industry issues, events and trends can be forwarded to [communications@mcac.on.ca](mailto:communications@mcac.on.ca). Your input is valued!

Speak  
Up!

### CALL FOR COMMITTEE MEMBERS



We are looking for enthusiastic members to join our Education Committee. If you are interested in becoming a member of the Education Committee, please email [debbie.vieira@mcac.on.ca](mailto:debbie.vieira@mcac.on.ca).