

Did You Know?

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The Official Newsletter of the Mechanical Contractors Association of Toronto

GROWTH OPPORTUNITIES



April 28 – 30, 2019: **NCPWB Technical Conference**, Longboat Key Club, Longboat Key, Florida. For more information, [click here](#).

May 10 – 17, 2019: **MCA Ontario Annual General Meeting**, The Majestic Hotel & Spa, Barcelona, Spain. For more information, [click here](#).

May 14 – 16, 2019: **Future Building**, EY Centre, Ottawa, ON. For more information, [click here](#).

May 22, 2019: **Advanced Bonding & Construction Insurance Seminar**, MCA Toronto classroom. For more information, contact MCA Toronto at (416) 491-9004.

June 14, 2019: **WSIB Information Session**, MCA Toronto classroom. For more information, contact MCA Toronto at (416) 491-9004.

June 20, 2019: **MCA Toronto Annual Golf Tournament**, Nobleton Lakes Golf Club. For more information, contact MCA Toronto at (416) 491-9004.

June 24 – 26, 2019: **Women in the Mechanical Industry (WiMI) Conference**, Chicago, IL. For more information, [click here](#).

September (26) 27 – 29, 2019: **MCA Toronto Annual General Meeting**, Queen's Landing, Niagara-on-the-Lake, ON. For more information, contact MCA Toronto at (416) 491-9004.



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INDUSTRY UPDATE



MCA Toronto Conducts Membership Survey

The Mechanical Contractors Association of Toronto recently conducted a member survey to obtain feedback on the benefits of working a 40 hour week (as opposed to 36/37.5 hours), as well as the advantages of a 100 per cent name hire.

According to the feedback received, most members were in favour of increasing to a 40-hour work week for the following reasons:

- Companies can provide better schedule management to the client, as well as scheduling related to other trades' progress. Contractor's can ensure their work doesn't "get covered up" or their costs aren't increased resolving problems caused by other trades.
- Lowered costs for clients as they don't have to pay the costs of overtime or an additional foreman for a split shift.
- Industry can re-gain market share as non-union generals and non-union trades work five days per week. There would be a competitive edge as there would be five-day coverage.
- Consistent supervision can be provided on the job-site Monday to Friday, which is

required by most general contractors.

- Projects can be completed in a quicker fashion.

With regards to the advantages of a 100 per cent name hire, members were almost exclusively in favour of such a practice for the following reasons:

- Ability to select the best candidates with the most applicable skills and experience for the role.
- Cuts down on employee turnover and the costs associated with it.
- Creates better synergies between crew members resulting in better productivity. You can hire people who fit best with existing employees.
- Better accountability for looking after tools and observing safety procedures if workers are able to be in the position for a long-term.
- Companies can hire individuals they know they can count on – less risk involved.
- For small- to mid-sized companies, having a re-hire makes sense as they are already trained and accustomed to their role. This makes the job run smoother and more efficiently. ☺

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 MCAT is to promote professionalism, cost-effectiveness, safety and productivity of mechanical services through education, labour relations, public relations and government affairs.

UPDATE:

Ontario College of Trades

On November 21, 2018, the Ontario Government passed the *Making Ontario Open for Business Act*, which introduced significant changes to the apprenticeship and skilled trades system, including preparing for the wind-down of the Ontario College of Trades (OCoT).

Effective immediately, all journeyer-to-apprentice ratios are 1:1 meaning, subject to collective agreements, employers and/or sponsors of the 33 construction trades can now begin to hire apprentices at a rate of 1:1 for each journeyer. Also effective immediately is a moratorium on trade classifications and re-classifications. This means that the trades can no longer be referred to the Classification Roster for the trade classification or re-classification process. The government has committed to working with the industry to gather feedback on an appropriate way to undertake trade classification reviews within the broader regulatory framework, moving forward.

With the passage of the *Making Ontario Open for Business Act* also came the announcement of the winding down of the OCoT. The Ministry of Trades, Colleges and

Universities emphasized that the College will continue to deliver key services such as registering training agreements with apprentices, assessing employer eligibility and the administration of Certificate of Qualification exams. The College supports this work by continuing to issue skilled trades credentials (Certificate of Qualification and Statements of Membership), verify credentials at worksites across the province and support labour mobility through credential verification. As such, the College continues to process membership fees. Apprentices are also still required to maintain valid Statements of Membership with the College in order to hold active Registered Training Agreements with the Ministry.

To check the status of your membership, access the College's member portal at www.collegeoftrades.ca or call (855) 299-0028.

Although the OCoT continues to deliver the day-to-day functions required under the *Ontario College of Trades and Apprenticeship Act 2009*, it is a time of transition. With the goal of creating a stronger skilled trades system in Ontario, the Ministry and the College will work closely together to support any transition. ☺

Effectiveness of Ontario's Working at Heights Training Standards Study Released

The Institute for Work and Health recently released a study looking into the effectiveness of Ontario's Working at Heights Training standard.

Preventing serious injuries and fatalities arising from falls from heights in construction work is a priority for many jurisdictions, including Ontario. In 2014, the province introduced regulations defining a working-at-heights (WAH) training program standard and established a program for accrediting training providers in Ontario. Since its launch in 2015, over 500,000 Ontario workers have received Working at Heights training.

Stakeholders in the construction sector have a strong interest in examining the effectiveness of the mandatory training stan-



dard, and in learning from the experience of its implementation about what works and what doesn't.

IHSA, the largest approved training provider, assisted with participant surveys for the study. For more information, visit www.iwh.on.ca. ☺

Your input is greatly valued! If you have any questions, suggestions, comments or concerns regarding the *Did You Know* newsletter, please email mccartney@mcatoronto.org.



MCAC Launches Women in Mechanical Construction Program

The Mechanical Contractors Association of Canada (MCAC) has launched a new industry program to promote the mechanical contracting industry and workplace inclusiveness to women. The Women in Mechanical Construction (WiMC) group invites women to share experiences, explore new opportunities and learn new skills to assist in career advancement.

"Across Canada, women are providing tremendous contributions to the mechanical contracting industry and we look forward to showcasing that through WiMC," said Julie Zulich, chair of the Women in Mechanical Construction steering committee. "We are excited to share those stories and encourage more females to consider this field as a career. As WiMC continues to grow, we are hopeful that we can lay the groundwork for even more women to take on roles in our industry."

The MCAC board of directors voted unanimously in favour of establishing the WiMC last year. Since then, the initiative has established a mission and strategic goals, installed a steering committee and put plans in place to broaden the network of women working in mechanical construction.

Women working in mechanical construction are encouraged to sign-up on the website to join the growing network and take advantage of exclusive networking opportunities through WiMC.

For more information visit www.wimc.ca. ☺



**WE WANT TO
HEAR FROM YOU!**