



DID YOU KNOW?

Mechanical Contractors Association of Toronto

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.

Benefits of Hiring an Apprentice

Article Provided by The Ontario College of Trades

What if one simple hiring practise could offer numerous tax credits and bonuses, help you build a loyal team and allow you to contribute to your industry's future, among many other perks; would you be interested?

Currently, in Ontario only 20% of eligible employers train apprentices, though the benefits (to both parties) are countless.

If you are a skilled trades employer, here are the TOP FIVE reasons you should consider hiring an apprentice:

1. Financial: By hiring an apprentice, employers become eligible for numerous different tax credits, grants and bonuses. For instance, the Ontario government provides the Apprenticeship Training Tax Credit to qualifying businesses that hire apprentices in certain skilled trades; an Employer Signing Bonus to sponsors who register new apprentices in sectors in which skilled workers are in high demand; and an Employer Completion Bonus to sponsors whose apprentices complete their programs.

2. Loyal employees: Apprenticeship programs help create some of the most loyal employees. A 2010 Canadian Apprenticeship forum report shows that apprentices felt more loyalty to employers who supported and eventually hired them. (Source: "The challenge of finding an employer-sponsor").

3. Prepare for the future: To create or maintain a successful business, it is important to consider your future needs. The average age of a tradesperson today is 55 years old, which means some of those workers are nearing retirement. Hiring and training an apprentice now will have you prepared for when that time comes.

4. Your business, your training: By training an apprentice to the College's training standards and best practises, you can mould them to ensure they are a good fit for your company's needs and culture. This means they are not only learning the necessary skills of the trades, but also those specialized skills that are unique to your particular business.

5. Hire the best: Local colleges, high schools and training programs can help you track down the best talent and match you with the most qualified apprentice candidate.

WHAT'S HAPPENING 2017

Working at Heights Training

Local 46 – Available through October 1, 2017

IPEX Inc. Product Seminar - MCAT

June 7, 2017, 4pm to 6pm

Infection Prevention Training - MCAT

June 13, 2017, 8:30am to 4:30pm

OPIA 87th Annual Meeting

Holiday Inn Kitchener-Waterloo Conference Centre

June 11-13

Ontario Construction Secretariat - MCAT

Katherine Jacobs – Director, Research, OCS

June 21

Ontario College of Trades - MCAT

June 20, 9am to 10am

MCA Toronto Golf Classic

Nobleton Lakes Golf Club

June 22

Site Tours to Victaulic, Mirolin, Blanco

Arranged through MCAT Office

June 29 – Full Day

ORAC Annual Charity Golf Tournament

Glen Eagle Golf Course

July 6

CEC Golf Tournament

Royal Ontario Golf Course, Milton, ON

July 12

OPIA Plumbing Code Update Course - MCAT

July 19, 8:30am to 4:00pm

MIAO 19th Annual Golf Classic

Royal Woodbine 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

Foreman Course- MCAT

Part I: October 20, 27 November 3 (3 Fridays)

Part II: November 10, 17 (2 Fridays)

CEC Dispatcher Training Program - MCAT

October 25, 26

MCA Canada 76th Annual Conference

Maui, Hawaii

November 6-9

Construct Canada Tradeshow

Metro Toronto Convention Centre, Booth 641

November 29-December 1

Apprenticeship Job Creation Tax Credit (AJCTC)

Allows qualifying employers to claim up to \$2,000 per year for each eligible [apprentice](#).

Link: http://www.cra-arc.gc.ca/E/pgb/ta/t2038_ind/t2038-ind-fill-14e.pdf

Apprenticeship Training Tax Credit

Allows qualifying employers to claim up to \$5,000 per year for each eligible apprentice. The maximum credit over the first 36-month period of the apprenticeship is **\$15,000**. Link: <http://www.fin.gov.on.ca/en/credit/attc/>

Employer Signing Bonus

A \$2,000 bonus available to employers who register new apprentices in sectors where there is a high demand for skilled trade [workers](#). Link: http://www.tcu.gov.on.ca/eng/employers/emp_bonus.html

Apprenticeship Completion Employer Bonus

Employers can earn a \$1,000 taxable grant for each apprentice they employ and train who successfully completes his or her [apprenticeship](#). Link: http://www.tcu.gov.on.ca/eng/employmentontario/employers/appr_completion.html

The [HirewithConfidence.ca](#) website offers free postings of job openings, with the ability to review journeyperson or apprentice candidates, for any of the College's employer class members. There is an annual cost of \$120 + HST for an employer-class membership, but that fee is waived if the owner of the company is already holding another membership in the College.

At the May 9, 2017 meeting of the JTAC, the following stats were reported on the number of Local 46 apprentices who are currently seeking employment opportunities:

Plumbers	Residential Plumbers	Steamfitters	Welders
71	9	60	0

UA Local 46 – National Skills Competition – June 12-16

Please stop by to support the

UA National Skills Competition June 12-16, 2017

Monday June 12:	Evening Meet & Greet
Tuesday June 13:	Competition Commencement Blueprint & Theory Examinations Practical Challenges commence
Wednesday June 14: (Open to All Members)	Practical Challenges continue Trade Show Barbecue from 11:30 a.m. to 1:30 p.m.
Thursday June 15: (Open to All Members)	Practical Challenges conclude Trade Show Barbecue from 11:30 a.m. to 1:30 p.m.
Friday June 16: (By Invitation Only)	Awards Luncheon

6th Annual MCAT Young Executive Committee Golf Tournament

The 6th Annual MCAT Young Executive Committee Golf Day was held on May 26, 2017 at DiamondBack Golf Club. The event was well attended by over 60 MCAT Contractor & Associate Members, providing Young Executives with a great opportunity to network with peers in a fun & friendly environment!

We thank everyone for their support and look forward to another successful MCAT YEC Golf Day in 2018!



Prompt Payment - Bill S-224: The Legislative Process

Information sourced from www.parl.ca

The following are the stages that a bill must pass through before becoming law:

- ◆ Notice of motion for leave to introduce and placement on the House of Commons *Order Paper*;
- ◆ Preparation of a bill by a committee (where applicable);
- ◆ Introduction and first reading;
- ◆ Reference to a committee before second reading (where applicable);
- ◆ Second reading and reference to a committee;
- ◆ Consideration in committee;
- ◆ Report stage;
- ◆ Third reading (and passage);
- ◆ **Consideration and passage by the Senate;**
- ◆ **Passage of Senate amendments by the Commons (where applicable);**
- ◆ **Royal Assent; and**
- ◆ **Coming into force.**

We are at this stage in the legislative process towards passing of Bill S-224

A bill that is introduced in the Senate must pass through essentially the same stages, except that it is considered first in the Senate and subsequently in the House of Commons. Most bills may be introduced in either House, except for bills which involve spending or relate to taxation, which must be introduced in the House of Commons.

Bill 70, Schedule 17, New Policy & Information Session

On December 8, the Ontario Legislature passed amendments to the Ontario College of Trades and Apprenticeship Act, 2009 (OCTAA) – Bill 70, Schedule 17. As required by these legislative changes, in June 2017, the Ontario College of Trades released a new comprehensive Compliance and Enforcement Policy available at the following link: <http://www.collegeoftrades.ca/latest-news/compliance-and-enforcement-policy>.

On June 20, 2017, 9am to 10am, MCAT will be hosting an information session with guest speaker, Jennifer Cooper, Director, Legal & Regulatory Affairs. We encourage MCAT Members to attend as useful information will be presented regarding the implementation of these amendments and how skilled trade workers & contractors will be impacted.

Working at Heights Training Deadline Extension

On March 29, 2017, the Ministry of Labour informed that the April 1, 2017 Working at Heights training deadline has been extended to October 1, 2017. This training deadline extension is not intended to allow contractors to postpone or ignore the legislated Working at Heights training requirements. This training deadline extension is only available for workers who have already completed the Fall Protection training before April 1, 2015 and who can show proof of enrolment in a Working at Heights training program with completion prior to October 1, 2017. The employee or employer must be able to provide proof of enrolment to be provided to an inspector upon request.



Timeline Extension of WHMIS 2015 Transition Phases

WHMIS 2015 Transition Phases of Implementation				
Phases	Timing	Suppliers		Employers
		Manufacturers and Importers	Distributors	
Phase 1	From coming-into-force to May 31, 2018	Comply with CPR or HPR requirements	Comply with CPR or HPR requirements	Consult FPT OSH regulator
Phase 2	From June 1, 2018 to August 31, 2018	Comply with HPR requirements	Comply with CPR or HPR requirements	Comply with CPR or HPR requirements
Phase 3	From September 1, 2018 to November 30, 2018	Comply with HPR requirements	Comply with HPR requirements	Comply with CPR or HPR requirements
Completion	December 1, 2018	Comply with HPR requirements	Comply with HPR requirements	Comply with HPR requirements

We Want to Hear from You!

Your input is greatly valued! Any questions, suggestions, comments, concerns or updates regarding important current industry issues, events and trends can be sent to communications@mcato.ca.

Call for Committee Members

We are looking for enthusiastic MCAT Members to join the Education Committee, Young Executive Committee and to participate in the UofT Student Chapter initiative. If you are interested in participating in any of these committees, please email debbie.vieira@mcato.ca.