

LEGISLATIVE UPDATE:

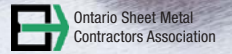
Prompt Payment Legislation moves closer to becoming law

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SMACNA NEWS REEL:

SMACNA recognizes Canadian firms for safety excellence

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FALL 2017 CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

INDUSTRY EVENT



essential
COSTA RICA

Adventure Awaits at OSM's Annual General Meeting

April 7 to 14, 2018 – Playa Conchal, Costa Rica

The Ontario Sheet Metal Contractors Association (OSM) is embarking on a tropical adventure in Costa Rica for its 2018 Annual General Meeting. The event will be held April 7 to 14,

2018 at The Westin Golf Resort & Spa in Playa Conchal, Costa Rica.

The Westin Golf Resort & Spa is a 2400 acre resort surrounded by lush forest and beautiful scenery. Overlook-

ing the Playa Conchal beach on the Pacific Ocean, the resort offers lagoon style pools, gardens, tennis courts, golf course, work-out facilities, spa, fine din-

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HEADLINE NEWS

Ontario College of Trades names new Registrar and CEO

George Gritziotis has been named new registrar and CEO of the Ontario College of Trades (OCOT) effective October 16, 2017. Gritziotis replaces outgoing OCOT registrar and CEO David Tsubouchi, who announced his retirement this past June.

"I'm very honoured to take on the position of registrar and CEO of the Ontario College of Trades, and to be able to offer my knowledge and appreciation of

apprenticeship, the skilled trades, health and safety, and working with government in this important role," Gritziotis said. "I look forward to working with the Board of Governors, divisional and trade boards, staff, government, stakeholders and, of course, members to create an environment where the skilled trades professionals' workforce is known globally for its commitment to excellence and safety."

Mary Van Buren named CCA President

The Canadian Construction Association (CCA) has announced the Mary Van Buren has accepted the position of association president, effective mid-October. Former president, Michael Atkinson will remain with CCA until April 30, 2018 as president emeritus with special duties.

"I am delighted to be joining the Canadian Construction Association as

president and I look forward to working with the CCA board, staff, association colleagues, members and stakeholders to advance the interests of the construction industry, a cornerstone of the Canadian economy," Van Buren said.



DURA SYSTEMS

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Adventure Awaits at OSM's Annual General Meeting

ing at 10 restaurants to accommodate various tastes, and a "Kids Club" for the younger crowd.

The festivities will kick-off on Saturday, April 7 at a Cocktail Reception being held at the resort's Imperial Bar.

On Monday, April 9, OSM will host its Board of Directors meeting followed by the AGM. With business aside, the group will travel to the Buena Vista Adventure Park for a day of adventure on Tuesday, April 10.

Located on the side of the Rincon de la Vieja Volcano on the Papagayo Gulf, delegates will partake in a canopy tour which promises to fill participants with adrenaline as they zip line across 10 cables from 11 platforms over the tree-tops of the rainforest. While traveling above the dense jungle, participants can enjoy watching a diversity of birds, screaming monkeys, iguanas, sloths and more. This activity promises to provide an unforgettable experience for participants. For

those not comfortable with zip lining, an optional hiking tour through the rainforest and across its many hanging bridges will be provided.

Following a zip through the canopy, the group will explore the park's offerings during a guided tour on

horseback or automated tram.

After soaking up the surroundings, delegates will have an opportunity to

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The Westin Golf Resort & Spa offers lagoon style pools



Playa Conchal beach



Buena Vista Adventure Park



Message from the Executive Director

Welcome to the premiere edition of the Ontario Sheet Metal Contractors Association (OSM) new-look *Crossflow* e-newsletter. The goal at OSM continues to be keeping our members and industry partners abreast of association happenings, educational offerings, construction trends and much more. We hope you enjoy this issue.

A top-of-mind concern at OSM continues to be the manpower crisis affecting the industry. In August, we met with the Ontario Sheet Metal Workers' and Roofers' Conference (OSMWRC) to discuss short- and long-term labour needs throughout the province. According to statistics provided by OSMWRC, in November 2016 the membership consisted of 6262 journeypersons and 1463 apprentices – numbers which are notably smaller than those of the late 1980s. Additionally, the combined man-hours of Toronto and Peterborough (who were separate local unions in 1990, but have since amalgamated into Local Union 30) were 3,612,783 in 1990 and 2,349,537 in 2016. Without question there have been technological advancements that have reduced the hands-on labour required for fabrication and installation, however the reduction in man-hours highlights a loss of market share experienced in the Toronto area. We want to change that.

OSM is addressing the dire need to grow union membership and fill the immediate demand for workers now and for projects slated to commence in the immediate future. These include major rejuvenation projects at the Darlington and Bruce power generation plants. Longer-term objectives include increasing membership to offset the anticipated retirement of union members over the next 10 years.

In collaboration with the OSMWRC and local unions, plans of action are currently underway to attract new members, including campaigns both locally and provincially. The campaign – **SheetMetalJobs.ca** – targets journeyperson sheet metal workers, registered apprentices, and qualified sheeters and deckers. The initiative includes advertising, coordinated recruitment efforts between local unions, cooperation towards reducing union initiation fees and review of local union by-laws which counter the effectiveness of promptly dispatching new members.

Additionally, OSM is encouraging members to increase their efforts to recruit qualified workers. Please contact the local union business manager to sign a qualified candidate. We feel it is extremely important for employers to maintain a full complement of apprentices and participate in the local joint apprenticeship committee to ensure that apprentices comply with requisite training. These efforts will ensure that as many apprentices as possible will be working and completing apprenticeships over the next five-years.

OSM has also collaborated with OSMWRC to form a cladding and decking committee to review and develop training for this sector. This training targets probationary job classifications, material handlers and sheet metal apprentices.

A pilot program – in cooperation with the Ontario Sheet Metal Workers Training Centre and Toronto Local Joint Apprenticeship Committee – is currently underway for probationary employees and material handlers. This initiative is the first phase of training being unrolled for the sheeting and decking sector. Further program development will include material handlers advancing to sheeter/decker assistants. Once the pilot program is complete, the curriculum will be shared across the province to allow local organizations to determine the best method of delivery for each specific area – a night school format, full-day training during off-work days and/or a combination of both. These programs will be mandatory for the sheeting and decking sector, as well as sheet metal apprentices.

In time, the goal is to develop training for sheet metal journeypersons who lack experience in the cladding and decking sector. Sheet metal workers would be required to complete the program prior to being dispatched for sheeting and decking work.

– Darryl Stewart, OSM Executive Director

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Adventure Awaits at OSM's Annual General Meeting



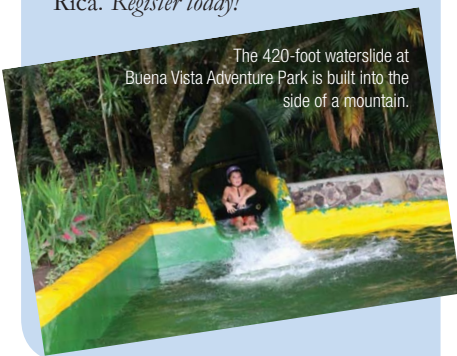
Zip-lining at Buena Vista Adventure Park.

“get their feet wet.” For the younger crowd or those who are just young at heart, a 420-metre extreme waterslide nestled within a forested mountain-side will get hearts pounding after a ride or two. For others looking for a more toned-down and relaxing activity, the thermal waters of Costa Rica will provide the perfect medicine. Buena Vista offers the purest and most relaxing hot springs of Guanacaste. Attendees will have an opportunity to relax and recharge their batteries in the shade of the forest while soaking in any of the five pools filled with crystalline thermal water all fed from natural sources.

The day's festivities will close with a private cocktail reception, dinner, entertainment and a sunset that is worth the trip all on its own.

The AGM will conclude with the annual President's Dinner which will be held Friday, April 13 at the Langosta Beach Club Restaurant – Tamarindo.

Get away from April showers (or snow showers) and join OSM in the tropical paradise of Costa Rica. *Register today!*



The 420-foot waterslide at Buena Vista Adventure Park is built into the side of a mountain.

LEGISLATIVE UPDATE



Prompt Payment Legislation Moves Closer to Becoming Law

Federal prompt payment legislation is making a final dash to the finish line and the construction industry is collectively holding its breath in anticipation of a big finish.

On a federal level, the Canada Prompt Payment Act (Bill S-224) passed final reading in Canada's Senate in May 2017. It now awaits reading in the House of Commons followed by Royal Assent and enforcement.

Bill S-224 is intended to keep cash flowing down the construction pyramid from owners to contractors, as well as subcontractors and suppliers. Some of the highlights of Bill S-224 include the following:

- **Application** – construction contracts with federal government institutions.
- **Payment** – minimum monthly payments by the government institution and payment by the contractor within 30 days of the last payment period or receipt of a payment application.
- **Milestone payments** – are permitted, but the prime contractor must receive them before the subcontractor can. Payment is then due based on the achievement of the milestone or the certificate of payment for the milestone by the payment certifier.
- **Deemed approval** – a payment application is deemed approved if there is no written notice of dispute within 10 days of the payment application. A no-

tice of dispute must set out the reason and amount of payment in dispute, and only that amount may be withheld from payment.

- **The “TEETH:”**

- **Suspension and termination** – failure to pay gives the payee the right to suspend or terminate the contract, but seven days' notice must be provided. If the payee is the contractor, they may suspend payment to their subcontractors. If the payee is a subcontractor, it too may suspend payment to its subcontractors.

- **Interest** – a payer is required to pay interest on any amount due either at the rate provided in the contract, or at a rate prescribed by regulation if there is no rate mentioned in the contract.

- **Dispute resolution** – anyone may refer a dispute to adjudication by providing notice identifying the matter in dispute and the relief sought, as well as a proposed time table for the process.

- **Right to information** – the payee may give notice to a payer requesting disclosure of dates for the payments under the contract. When the contractor is the payer, he/she must provide notice of date and amount paid, which relates to work performed by the payee. If the pay-

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Distracted Driving

Main cause of fatal collisions on Ontario roads

In 2016, distracted driving was the main cause of fatal collisions on Ontario roads. Sixty-five people lost their lives due to inattentive drivers, compared with 55 speed-related deaths, 53 seat belt related deaths, and 45 alcohol-related deaths.*

EXPLAIN DANGERS

When you're not focused on the road, bad things can happen fast. Using your phone to talk or text, operating a GPS, and eating or reading while you're behind the wheel are distractions. These actions put you and others at risk.

In fact, your risk of being in a motor vehicle collision increases considerably depending on what you're doing.

- **Texting** – 23 times more likely;
- **Reaching for something** – nine times more likely;
- **Talking on the phone** – five times more likely;
- **Reading** – three times more likely;
- **Dialing a handheld device** – three times more likely;
- **Using a hands-free device** – 1.3 times more likely.

Anything that takes your full attention away from driving is a distraction.

- Visual or audible distractions are things you see or hear that cause you to take your eyes or attention off the road.
- Physical distractions are things that cause you to take your hands off the wheel or your feet off the pedals.
- Psychological distractions are things you're feeling or thinking about that take your mind off the task of driving.

Because our attention span has decreased in recent years, many of us need constant stimulation. This can cause conditions such as the following:

Sensory overload – This happens when you cannot process all the information coming from your senses. As the signals from your senses increase, your ability to process them decreases.

Inattentional blindness

– This happens when you cannot see something that is right in front of you because your attention is somewhere else.

IDENTIFY CONTROLS

You may never be able to remove all the distractions while driving. The most important thing is to keep your attention on the task of driving.

Before driving...

- Set up your car – Make sure you're comfortable and prepared for the drive ahead. Take the time to adjust the temperature, seats, mirrors, etc. That way, you'll be less likely to do it while driving. Also turn off your phone so you're not distracted by the ringer.

- Keep it clean – Loose objects moving around in your car while you're driving can be a distraction.

- Map it out – Plan your route and set up your GPS before you leave. That way, you won't need to operate it on the way.

- Manage your time – Give yourself enough time to get where you need to go. Worrying about being late can distract you. You'll also be less likely to multi-task by eating or reading on the way.

While driving...

- DO NOT use any handheld devices.
- Avoid multi-tasking. Focus on the driving task.
- Drive only when you're well rested.
- Keep noise to a minimum.
- Follow the rules of the road.



- Have a positive attitude (e.g. show concern for others and don't lose your temper).

- Look ahead (i.e. use your lead vision).

Lead vision is the practice of looking far enough ahead of your vehicle so you can see anything that may cause a problem and deal with it in time. It can help you brake sooner or come up with a plan to prevent a collision. These few extra seconds can make a difference if you need to stop.

This is how far a vehicle travels in four seconds.

- At 50 km/h – 56 metres (half a football field).
- At 100 km/h – 111 metres (more than a football field)

DEMONSTRATE

Discuss any regulations or company rules that relate to distracted driving. If your company has a cell phone policy, review it with your crew. Explain how they should handle phone calls while driving.

* According to statistics released by the Ontario Provincial Police (OPP) in 2017

– Reprinted from Volume 17, Issue of Infrastructure Health & Safety Association's IHSA.ca Magazine

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Prompt Payment Legislation

Moves Closer to Becoming Law
er does not provide the information or misstates the information, it is liable for resulting damages.

- **No waiver** – no one can contract out of the rights, obligations and remedies under the Act.

To date, no province in Canada has enacted Prompt Payment Legislation. However, that too may be about to change.

In Ontario, thanks to active engagement from the Ontario Sheet Metal Contractors Association (OSM), the provincial government is the first to introduce Prompt Payment Legislation (Bill 142) in May. The Bill pertains to provincial, municipal and private sector construction.

As a member of the Prompt Payment Ontario (PPO) Coalition, OSM has been leading the charge in lobbying members of the provincial parliament to pass the Bill. The first reading of Bill 142 took place in May 2017, and now proceeds to committee this fall.

“I cannot think of a more important issue than the need for Prompt Payment Legislation in our industry,” said Darryl Stewart, executive director of OSM. “Delinquency in payments to our members continues to extend in time. It is not uncommon to hear from a member having hundreds of thousands, if not millions, of dollars in payments delinquent beyond 120 days.”

According to Stewart, “I know of members who have completed projects on time, without deficiency, and still have not received final payment beyond a year after completion.”

“The bottom line is our members and other subcontractors are bankrolling the industry, and it is killing our businesses,” he said. “Too many businesses have fallen into bankruptcy as a direct result of payment delinquency.”



The Buildings Show

November 29 to December 1, 2017

The Buildings Show is scheduled for November 29 to December 1, 2017 at the Metro Toronto Convention Centre in Toronto, ON.

The trade exposition is the Canadian leader for sourcing, networking and education for the design, architecture, construction and real estate communities.

The Buildings Show is home to Construct Canada, HomeBuilder & Renovator Expo, IIDEX Canada, PM Expo and the World of Concrete Pavilion. Combined, the Buildings Show is the largest exposition for the entire

industry in one location.

Over 30,500 trade professionals attend the trade show each year to discover new innovations and source leading edge materials, products, tools and technologies from more than 1600 Canadian, U.S. and international exhibitors.

Through the show's comprehensive seminar program, attendees can choose from over 350 seminars, key notes, summits and roundtables led by a roster of 500+ industry experts.

For more information, please visit www.thebuildingsshow.com.

Ontario Sheet Metal Contractors Association Joins Council of Ontario Construction Associations

The Ontario Sheet Metal Contractors Association is pleased to announce that it has once again strengthened its industry voice by joining the Council of Ontario Construction Associations (COCA).

COCA is a federation of construction associations, and the largest representational group of industrial, commercial, institutional (ICI), and heavy civil construction employers in Ontario. Member organizations represent more than 10,000 construction businesses and

more than 400,000 employees.

As an industry advocate, COCA brings the concerns of its members to the attention of Queen's Park, and works with the government to ensure that Ontario's legislative landscape is one in which the industry can grow and prosper.

“By being a member of the COCA family, provides a direct conduit for OSM's political activism and action,” said Darryl Stewart, executive director of OSM. “Additionally, it allows OSM to rub shoulders with other like-minded associations.”

SMACNA NEWS REEL

SMACNA Recognizes Canadian Firms for Safety Excellence

SMACNA is pleased to recognize Canadian member companies for their outstanding health and safety performance over the past year.

This year, SMACNA recognized **Dilfo Mechanical Ltd.** as the overall winner of the 2017 SSEAP-C award for the company's exceptional efforts in health and safety. Additionally, **Vets Sheet Metal** and **Giffen Sheet Metal Ltd.** received honourable mention awards in the "greater than 100,000 man-hour" and the "less than 100,000 man-hour" categories, respectively.

Dilfo Mechanical will receive recognition during association's annual business meeting on October 25, 2017, during SMACNA's 74th Annual Convention in Maui.

Each year SMACNA's Safety Excellence Awards Program (SSEAP) recognizes members with the lowest injury/illness rates over the previous calendar year. Awards are presented to participating contractors with the lowest injury/illness incidence rate (as computed using the OSHA incidence rate formula). The association began the SMACNA Safety Excellence Award Program – Canada (SSEAP-C) program last year.

Information submitted for the program provides a rich database for evaluating sheet metal and HVAC in-

dustry safety performance. Each year findings are summarized in an annual Safety Excellence Awards Program overview. Data includes information on the prevalence and characteristics of safety programs and training, as well as their impact on contractor safety performance.



Similar to the U.S. database, as information becomes available in Canada, the SSEAP-C program will also track and trend information to identify proven practices in health and safety in this country. To review the current trends in the U.S., please visit SMACNA's online Safety Profile.

SMACNA would like to thank all the Canadian companies who submitted surveys and congratulates them for their successful health and safety programs.

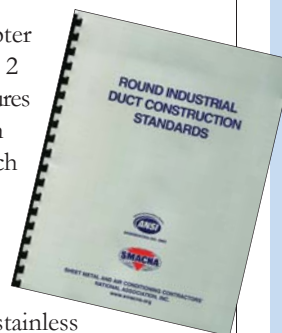
Submissions for the 2018 Safety Excellence Awards can be made electronically on the SMACNA website after January 1, 2018.

New SMACNA Manuals Introduced

The third edition of SMACNA's revised "Round Industrial Duct Construction Standards" and the updated "Thermoset FRP Duct Construction Manual" are now available.

The *Round Industrial Duct Construction Standards* – ANSI/SMACNA 0005-2013 – expands the scope of the second edition, updating duct materials to include aluminized steel, temperature correction factors for round industrial and minimum decimal thickness for aluminum duct selection tables. Several chapters offer a standardized, engineering basis for design and construction of industrial duct of Class 1 to Class 5 air.

A spiral duct chapter for Class 1 and Class 2 air covers design pressures ranging from 30-inch wg negative to 50-inch wg positive, plus carbon and galvanized steel tables. The 660-page book includes expanded tables for stainless steel and aluminum, expanded tables for duct sizes up to 96 inches in diameter, plus Class 5 systems handling corrosives and spiral lock-seam pipe.



Recognizing the increased popularity

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EDUCATION OPPORTUNITY

Managing the Lifeblood of Contracting – Cash Flow

Coming to a city near you in November

In keeping with its partnership with SMACNA, the Ontario Sheet Metal Contractors Association is pleased to offer its members new educational programs and training sessions.

Following successful summer sessions on "How to Successfully Manage Conflict and Effective Negotiating," and "Growing and Developing Supervisors," the SMACNA "Managing the Lifeblood of Contracting – Cash Flow and Cracking the WIP" program is scheduled for various locations in Ontario this November.

The half-day "Managing the Lifeblood of Contracting" session, combined with the half-day "Cracking the WIP" program provides attendees with an opportunity to explore a range of tools and techniques – from simple to complex – that allow firms to manage and control cash flow.

Cash flow is one of the most important issues facing contractors today. Having survived the economic downturn, companies are now faced with starting new projects, hiring staff and investing in assets to support the business. More companies go bankrupt due to cash flow issues than due to profitability. Therefore, improving cash management practices should be a priority for business owners and managers.

The course will be presented by Stephane McShane, director of Maxim Consulting Group. McShane has worked extensively with construction-related firms of all sizes to evaluate business practices

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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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Managing the Lifeblood of Contracting – Cash Flow

Coming to a city near you in November

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and assist with management challenges. With a large depth of experience in the industry, McShane is keenly aware of the construction business and, more specifically, the operational challenges that companies face. Her areas of expertise include leadership development, organizational assessments, strategic planning, project execution, business development, productivity improvement and much more.

Ideal for business owners, management and project managers, the seminar will be held at the following locations in November:

- **WINDSOR – November 6** – 8 a.m. to 4:30 p.m. – Hampton Inn, 1840 Huron Church Rd., Meeting Room – Salon A.
- **CAMBRIDGE – November 7** – 8

a.m. to 4:30 p.m. – Four Points by Sheraton, 210 Preston Pkwy., Meeting Room – Preston A.

- **VAUGHAN – November 7** – 8 a.m. to 4:30 p.m. – Mechanical Contractors Association of Toronto, 595 Cityview Blvd., Unit 7 – Training Room – Park and Enter at the REAR of the building.

- **BROCKVILLE – November 9** – Holiday Inn Express, 7712 Kent Blvd., Meeting Room – A & B.

The program is FREE to SMACNA – Ontario Chapter members and \$75 per person for non-members. Break refreshments and lunch is provided.

For more information and/or to register, please contact malava@osmca.org or call (905) 886-9627.

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New SMACNA Manuals Introduced

of FRP ductwork, the second edition of SMACNA's *Thermoset FRP Duct Construction Manual* is now available.

The 228-page book is an authoritative resource that design engineers, industrial engineering departments, pollution control authorities, FRP manufacturers and installation contractors can rely upon for the proper selection, manufacture and installation of FRP duct systems.

This American National Standard (ANSI/SMACNA 011-2017) contains language, tables and details for the construction of hand lay-up, spray-up and filament wound FRP ductwork from 30 inch wg negative pressure to 30 inch wg positive pressure. Round ductwork sizes are expanded to include up to 96 inches diameter. For rectangular ductwork, new duct stiffener tables have been added for easier selection.

The expanded edition also includes commercial/HVAC applications sup-

ported by an underground installation section, as well as added language on testing and balancing, duct sealing and duct leakage. Duct hangers and support information has been expanded and organized into a separate chapter which now includes: upper attachments, hanger selection tables, channel (strut) used as trapeze, riser support details and more. Appendices cover extended hanger spacing, general information on safe handling of thermoset fibreglass reinforced plastic duct and allowable FRP defects.

Both the *Round Industrial Duct Construction Standards* and the *Thermoset FRP Duct Construction Manual* are available in both a book or PDF format, at the online SMACNA Bookstore (<https://www.smacna.org/store>). Annual subscriptions may also be purchased.

For more information, please visit www.smacna.org.

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