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CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

SPECIAL FEATURE



Santorini, Greece

Reflections of Greece

Time to get excited about the 2022 OSM Convention

By **STEPHEN COOK**,
Chief Inspiration Officer, Lorandus

Having been in the travel incentive and meetings industry for over 40 years I am often asked the ubiquitous question, 'what is your favourite place to visit?'. With over 65 countries visited around the globe you would think that might be a challenging question. However, the more difficult question is what is your second most favourite? Why? Because the answer to the first question is an easy one – Greece!

I remember my very first visit to Greece when I was an intrepid backpack-

er more concerned with where I was going to sleep rather than how comfortable it would be after a few glasses of my favourite night tonic at the time, ouzo. *Opah!*

I remember from those times – some four decades ago, the generously warm and authentic hospitality of the Greek people. I dare say, that hospitality has not waned an iota not only within the



Crete, Greece

last 40 years, but over the millennia.
Beyond the warmth of the people,

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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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Reflections of Greece

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(Above) The winding streets of the Plaka, Athens.
(Right) The iconic Pete the Pelican, Mykonos.

the recipe for a return visit is a wonderful concoction of cobalt blue seas; brilliant white, blue domed chapels; and palette-pleasing cuisine backdropped with a few thousand years of antiquities for visual interest.

I love Greece for so much more, though. It is more than the hustle bustle of central Athens with her iconic sentinel, the Acropolis towering over the winding walking streets of the Plaka with its plethora of restaurants and kitschy shops. The languid sunsets from your table for two nestled seaside. The Greeks practically invented the best calamari, and don't get me started about their unreal Greek Salads.

Every island is unique to itself with its own distinct cultural flavours and people. The Greeks are a proud nation, and re-



gionally showcase their pride with their own special dishes and customs.

The September 2022 OSM Convention will be centered in Rhodes with its infamous 12th century walled old town, amazing antiquity site of Lindos and the Temple of Apollo. Beaches, bars, and

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Ontario Sheet Metal Contractors Convention 2022

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Registration opens
December 14th

Watch your inbox for your exclusive
invitation!



ONTARIO SHEET METAL
CONTRACTORS ASSOCIATION

Message from the Executive Director

With the fall came the return to in-person meetings for the OSM Board of Directors and Labour Relations Council since the beginning of the pandemic. The Toronto area member consultation was also held in-person. We had a good turn-out, and it was refreshing to reconnect with members once again. As much as Zoom meetings have their usefulness, the virtual forum – or as I now term it, “Hollywood Squares” – is nothing comparable to the engagement that occurs during in-person gatherings.



OSM and the Conference have held two in-person sessions so far in lead-up to collective bargaining. These meetings have been constructive, and we hope to continue meeting regularly. This sentiment is shared by the Conference. The foremost topic of discussion has been the lack of available manpower. The union has made Canada-wide calls for labour, but I think we need to be realistic of that outcome. Mobility is, in theory, one means towards mitigating the problem, but not so much when every region of the province has low unemployment. Recruitment from the non-union is another means to source the needed manpower, but I think the union has mostly tapped that source dry over the past four years.

Organizing non-union companies can be a positive but, at the same time, it just creates a larger mouth to feed for the union in terms of labour. There is also the myth that non-union employers pay sub-standard wages. An employer must pay competitive wages to attract and retain qualified sheet metal workers. That is a reality for all businesses this day and age, and especially so in the big urban centres.

Frankly, I don't see the labour problem getting better any time soon, or at least until the last of the baby boomers (those born before 1964) are retired. Ultimately, we must grow the local union membership. In the long-term, that will mostly be achieved through apprenticeships.

The union rightly points out that not all employers maintain a full complement of apprentices. I regularly beat that drum, but it won't change within some companies for various reasons. Regardless, if there isn't a journeyman available for hire at the hall, then at least an employer should be afforded the option to hire additional apprentices up to the legislated ratio. We need to provide the most opportunity for apprenticeships in order to grow the union. That includes employers doing their part in hiring as many apprentices as possible, and the union affording flexibility to the ratio under the collective agreement to the extent of the law.

I attended the 2021 Ontario Sheet Metal Apprentice Competition awards banquet on October 20. I had the pleasure of sitting with Local 30's roofing business agent, Joe Manso. Among other things, we discussed manpower in the construction industry. Joe told me that when he was first elected business agent some 14 years ago, Local 30 had a little under 500 roofers. Those numbers have since grown to approximately 1500. I am impressed. In comparison, I recall there being about 3500 sheet metal workers and sheeter-deckers in Local 30 in 1989. Now there are approximately 2000. This number breaks down to roughly around 1000 sheet metal journeyman, 500 apprentices and 500 sheeter-deckers. There has been no real growth in these numbers over the past six years and likely for some years before that.

The Toronto LJAC has recruited several hundred apprentices over the past six years. Intakes have been conducted to keep up with the demand for apprentices. But the stagnated size of union membership points to the attrition rate from retirements. From what I hear from our multi-trade members, the UA and IBEW have been able to keep pace with demand. But why not sheet metal and the sheet-

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The Acropolis in Athens.

Reflections of Greece

best views follow along with every visit.

Let's not stop there. Other must-see destinations within Greece – at least my favourites – are Crete (highly underrated, but spectacular beaches on this big brother island to Rhodes).

Santorini always gets top billing on the posters, and for good reason with its windy streets, Conde Nast views and donkey trail to the top. (There is a funicular for the less adventurous).

Mykonos along with Santorini are romance re-igniters. Pete the Pelican still wanders the cozy port with side-by-side al fresco restaurants where you are on view to be seen.

You don't need to be a historian or a fan of Greek mythology to be in awe of some of the coolest places to visit on the mainland. Just hours from Athens are the Delphi where according to mythology Apollo 'flew' from the island of Delos (visit while in Mykonos) to consult the Oracle with its mystical vapours. To be standing on over 2000 years of history creates a magical sense of time and place.

The Greeks have given us many things not the least of which are words themselves, which we use to this day. Early in my career I was working as a tour director for a specialty group tour. I was reminiscing about my previous visits as a backpacker to Greece when the tour leader, Maria, came up to me. She was the quintessential Athens historian guide with her Ari Onassis style heavy rimmed glasses and bobbed hair. She said, Stefanos, you look a little sad? I told her I was feeling melancholy about trips I had done in the past to Greece, and wished I was free of my current responsibilities to

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PHOTO COURTESY OF AZIZPHOTO-LONDON

48th Annual Ontario Sheet Metal Apprentice Competition

The 48th Ontario Sheet Metal Apprentice Competition returned to a live, in-person event in 2021 following a hiatus in 2020.

Held at the SMWIA LU285 Training Centre in Toronto from October 19 to 21, the competition consisted of 14 competitors from Locals 30, 235, 269, 285, 397, 473, 537 and 562.

This year the competitors were challenged with an antique fire truck project designed by Training Centre Instructor, Dave Dunn. The completed projects were then critiqued by judges Chris Paswisty, SMART Director of Canadian Affairs; Scott McQueen, SMART International Representative; Bob Felbel, OSM Past President (Thunder Bay); and Larry McDonald, OSM Director (Sarnia).

This year's winners were recognized at a smaller, socially-distanced, banquet



held following the event. The winners included:

- Fifth place – **Jacob Foubister** (LU235) – Ainsworth Technical.
- Fourth place – **Austin Beattie** (LU562) – Nelco Mechanical Ltd.
- Third place – **Tom Payne** (LU562) – William Radtke Sheet Metal Ltd.
- Second place – **James Jewett** (LU285) – Metal Works Corporation.
- First place – **Tom Little** (LU397) – Keating Insulation Inc.
- Congeniality Award – **Gary Ingleston** (LU30) – Multitech Trades Corp.

The top three winners from this year's competition will join the five winners from 2019 to compete at the 2022 Canadian Sheet Metal Apprenticeship Competition being held in St. John's, NL.



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Message from the Executive Director

ing and decking sector? We need to figure that out with our labour partners. We also need to come up with multiple plans of action.

We have a few members from the sheet metal and sheeting-decking sectors that have recruited talent through immigration. The cost to recruit immigrants is expensive but, for the most part, these members tell me it proved worthwhile.

Currently, only individual employers can sponsor such workers. As I understand things, the downfall is that in the event of lay-off, these workers cannot remain in Canada unless they receive immigrant status. This sparked me to question, why union halls could not be included as sponsors. This would also assure local unions will welcome these workers into membership. Better yet, in the event of a lay-off, the worker being part of a hiring hall could be dispatched, or name hired to another employer. This seems like a no brainer to me.

We have asked the Conference if they would support such a concept and if they thought the provincial construction building trades would be willing to align with construction employer associations to lobby government for such a change. I also put this idea forward within the National Trade Contractors Council of Canada (NTCCC) and found the same idea was already being echoed within the Interior Systems Contractors Association (ISCA). NTCCC will be reaching out to Canada's Building Trades Unions to see if there is interest in joining NTCCC in making change. If NTCCC gains support from the trade unions, then this initiative must be prioritized.

As employers we need to look at other avenues to mitigate the

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Message from the Executive Director



manpower issue. Buyers of construction, such as Infrastructure Ontario, need to break-down large projects into smaller ones so that multiple contractors can be involved, and tone back contracts to sizes that are manageable for smaller- to mid-size companies. Companies need to be open to subcontracting to or partnering with other sheet metal companies. I know this already happens from time-to-time, but this will become more common out of necessity. Lastly, and not least, buyers of construction need to expand the duration of construction schedules, or the concern for risk of liquidated damages will further shorten the bidder list.

The worst will come if our industry doesn't make progress towards remedying this problem. The industry will be dragged kicking and screaming to make change under the pressure to meet the demand for infrastructure. We may not like how that unfolds and I'm certain our union partners won't either.

I started off my report on all the positives of late. Lulled you into feeling good about life and then wham, left you reaching for a stiff drink. You can call me Darryl Downer, but I think I'll still join you in that drink. Pip pip. Stiff upper lip. Here's to making positive strides. Cheers!

— Darryl Stewart,
OSM Executive Director

RECOGNITION

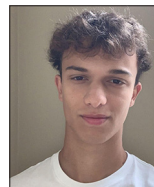
Wally McIntosh Apprentice Award Winners Recognized

The Ontario Sheet Metal Contractors Association (OSM) is pleased to announce the recipients of the 2021 Wally McIntosh Memorial Scholarship Awards. Mr. McIntosh would certainly be proud of the hard-working students recognized as the former OSM president, who passed away at the height of his career, always held education in high regard.

This year OSM once again offered two \$2500 scholarships to children of OSM member firm employees who are graduating from high school, and entering college or university.

Every year presents a new challenge for the panel of judges who are tasked with choosing the two most deserving applicants. Not only are their academic achievements considered, but so are their extracurricular activities, community outreach, leadership quality and employment history.

After much deliberation and discussion, the panel nar-



Luca DeChellis

rowed their decision to Leah McIntee and Luca DeChellis.

Leah is currently enrolled in health sciences at the University of Western Ontario.

She is the daughter of Michael McIntee of the Lancaster Group.

Son of Anthony DeChellis, vice president of E.S. Fox Ltd., Luca is currently enrolled in engineering at Queens University in Kingston, ON.

As reported in the Summer edition of *Crossflow*, the winner of this year's \$1000 Apprentice Award was Eric Wootton of The Plan Group. The Wally McIntosh Apprentice Award is presented to the sheet metal apprentice who obtains the highest average mark for basic, intermediate and advanced day school while attending the Ontario Sheet Metal Workers Training Centre.

OSM encourages its members to continue to share and promote this scholarship within their companies.

For more information, please visit the OSM website.



Leah McIntee

SMACNA Issues New Edition of HVAC Duct Construction Standard

The Sheet Metal and Air Conditioning Contractors' National Association (SMACNA), the leader in promoting quality and excellence in the sheet metal and air conditioning industry, recently announced the fourth edition of its *HVAC Duct Construction Standards – Metal and Flexible* is now available.

Building on a history of duct construction standards nearly 100 years old, the fourth edition represents the state of the art in sheet metal duct fabrication and installation requirements.

As the sole American National Standards Institute (ANSI) accredited standard for fabrication and installation, the *HVAC Duct Construction Standards – Metal and Flexible* is the code-mandated stan-

dard for the industry. The updated 416-page standard was revised to provide contractors, designers, and facility owners with the information they need to apply effective and efficient solutions to their projects. Highlights of the updates to this standard include:

- Added information on spray and aerosolized duct sealants.
- Added tables for spiral flat oval duct for positive and negative pressure applications.
- Added options for internal supports for spiral flat oval duct.
- Updated liner requirements to include non-fibreglass liner types.
- Added information for lined round duct and spiral fittings.

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SMACNA NATIONAL REPORT

SMACNA Forms Committee to Address Diversity, Equality and Inclusion

With many pandemic restrictions being lifted across North America, SMACNA was pleased to announce the resumption of normal operations, including in-person board meetings and upcoming conferences. Following the July 12 meeting in Beaver Creek, CO, there are many updates to share.

Perhaps, most importantly, SMACNA and SMART (Sheet Metal Air, Rail, Transportation) have joined forces to address diversity, equality and inclusion within our industry. The following statement was released by SMACNA earlier this year:

“SMACNA and SMART recognize that diversity strengthens our workforce, benefits our communities, and makes the unionized sheet metal industry stronger and more competitive by reflecting the communities where we operate and the people we serve. To affirm our commitment to diversity and inclusion, we have agreed to develop, with the help of experts, a coordinated strategic plan with long- and short-term objectives which will be evaluated and adjusted as necessary. Our unified goal is to shift the mindset of management, labour leaders, and our respective memberships to recruit, welcome, and retain the most competent and skilled workforce available while embracing differences in age, ability, ethnicity, sex, gender identity, national origin, language, marital status, political affiliation, race, religion, sexual orientation, and other characteristics that make individuals unique. SMACNA and SMART are strongly committed to take the necessary steps to achieve our goal of a diverse industry with no tolerance of bullying, harassment or discrimination...”

To determine a strategic path forward to reach its goals, SMACNA formed a committee specifically focussed on diversity, equality and inclusion. I am excited to announce that I have been se-

lected to be a part of this group. With the first meeting scheduled for December 17, 2021, I look forward to sharing updates from this committee in future issues of *Crossflow*. By working together we can build a solid foundation to show our industry’s dedication to this important issue.

SMACNA also resumed its in-person convention this year, hosting the event in Maui from October 24 to 28. Although attendance was somewhat reduced, the event saw speakers and presentations held in larger rooms to ensure social distancing, and smaller break-out education sessions were avoided. I am pleased to announce that Modern Niagara was the SMACNA Safety Award winner for Canada.

One of the most pressing issues facing the construction industry today is the recruitment of new people into the trades. Over the summer, a new initiative was introduced to address this issue. The “Heavy Metal Summer Experience” was a six-week camp program designed to introduce under-served high school students to the sheet metal, plumbing and piping trades. Twenty-five students attended two camps held at Western Allied Mechanical (Menlo Park, CA), and Hermanson Company LLC (Kent, WA). SMACNA’s Western Washington Chapter and Construction for Change were key players in the pilot program, which was based on a concept brought forward by SMACNA President, Angie Simon.

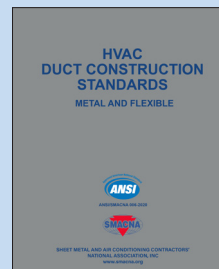
“It really was a huge success,” said Simon, who is also CEO of Western Allied Mechanical. Simon initiated the idea for the camp and then developed it with Rick Hermanson, CEO of Hermanson Company, as well as the staff of both companies.

During the camp, the kids learned how to bend piping to make a lamp, build their own toolboxes out of sheet metal, and form a device holder out of copper.

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SMACNA Issues New Edition of HVAC Duct Construction Standards



• Added details for hangers to better illustrate where hangers are required.

• Updated requirements for flex duct hanger spacing and hanger width, among other technical updates that will enable the standard to be fully compliant with industry advancements in sheet metal for air distribution systems.

“The sheet metal and HVAC industry continues to evolve and adapt to new technologies and those changes are reflected in this new edition of the *HVAC Duct Construction Standards*,” said Vince Sandusky, SMACNA’s Chief Executive Officer. “We’ve provided best-in-class information that allows code officials, design professionals and contractors to deliver safe, modern and resource-efficient constructed duct systems.”

Technical standards and manuals developed by SMACNA members have worldwide acceptance by the construction and code community, as well as local and national government agencies. SMACNA standards and manuals address all facets of the sheet metal and HVAC industry – including duct construction and installation, indoor air quality, energy recovery, roofing and architectural sheet metal, welding, and commissioning. Advancements are made possible by those in the industry who provide suggestions for improvement based on knowledge, expe-

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SMACNA Issues New Edition of HVAC Duct Construction Standards

rience, and research. Materials, including the latest edition of the *HVAC Duct Construction Standards – Metal and Flexible*, are available to order in book or PDF format via [SMACNA's online bookstore](#). SMACNA members are entitled to receive one free copy (excluding shipping costs).

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Reflections of Greece

enjoy them again.

"Ah melancholy," Maria said. "It's a Greek word translated meaning, melon, black and choly meaning bile." Maria continued, "When you feel the black bile, you feel so."

I thought to myself, that word origins have come a long way from a physical manifestation of an illness, to simply feeling attached to a memory and reflection. But that's the Greeks for you, they are full of 'paradox'. And, yes, that's a Greek word too!



The Ontario Sheet Metal Contractors Association (OSM) reminds members that the numerous business and human resource materials offered by TwoGreysuits (TGS) are readily available at their fingertips.

OSM can easily log-on at the OSM website at osmca.twogreysuits.com.

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SMACNA Forms Committee to Address Diversity, Equality and Inclusion

According to Simon, "The kids were really engaged and enjoyed every minute of it."

Simon and Hermanson are currently in the process of putting together a "playbook" for SMACNA contractors, JTACs and chapters who are interested in starting similar camps in their area.

"The playbook is an immense short-cut that covers everything we learned during this successful program including planning projects, scheduling the programs, as well as insurance and waivers," Simon explained. "We offer guidance on every aspect. We are giving the playbook away so our entire industry can benefit, customize the programs to meet their needs, and reduce the time commitment to set these up and find participants."

If you are interested in the program, you can send an email to hmse@constructionforchange.org.

And, finally, a replacement for current SMACNA CEO, Vincent Sandusky, has finally been announced. Aaron Hilger will become the association's new Chief Executive Officer on January 1, 2022. Hilger is assuming the role upon the retirement of Sandusky, who has been SMACNA's CEO since 2008. A dedicated association executive who has provided strategic leadership to a variety of industry associations and coalitions, Hilger looks to advance SMACNA's mission of creating a competitive advantage for members, while also serving as an advocate for contractors.

With more than two decades of experience in the construction industry and association trades, Hilger has served in many influential roles throughout his career. Since 2003, he has served as president and CEO of the Builders Exchange of Rochester, a trade association founded in 1888 that serves more than 600 members representing all sectors of the construction industry. While serving in this capacity, Hilger was also the executive director of SMACNA Rochester and SMACNA



New York State for more than a decade.

Having demonstrated experience in strategic planning, consensus building, finance, mentoring, labour relations and government relations, Hilger was deemed the ideal candidate to lead the next generation of SMACNA members.

"Having the opportunity to serve SMACNA and its members at the national level is as exciting as it is humbling," Hilger said in a press release. "For more than 75 years, SMACNA has been a shining example of what a well-run association can achieve for its members and the industry at large."

In closing, I would like to share information about the upcoming Partners in Progress 2022 conference being held March 1 and 2, in Las Vegas, NV. A successful future requires labour and management to work together toward common goals. To do that, we need strong leaders who can build coalitions; who have the knowledge and skills to understand the needs and opportunities of where the construction industry is headed in the next five to 20 years; and also be willing to capitalize on best practices of the industry. Most importantly, the future requires recruiting and retaining the best, most skilled workers into the industry. The Partners in Progress convention is designed around the skills and knowledge necessary to meet these needs. Mark your calendars and plan to attend!

— Blair Hubber, Lancaster Group Inc.
and Director on the SMACNA National Board of Directors