

HEALTH & SAFETY UPDATE:

Protecting our workplaces in light of increased workplace injuries **Page 5**

RECOGNITION:

Apprentices recognized at 49th Annual Apprenticeship Awards Dinner **Page 6**



CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

INDUSTRY EVENT



OSM Convention & Annual General Meeting

An Outstanding Success!

The OSM 2018 Convention and Annual General Meeting was an outstanding success. The event saw 77 industry representatives and their guests converge on the Westin Playa Conchal in

Costa Rica, from April 7 to 14, 2018, to partake in a great mix of business sessions and social activities.

Aside from the jam-packed itinerary, delegates were also treated to “entertain-

ment” provided by the area wildlife – including howler monkeys, white-nosed coati and iguana.

With business aside on day one, del-

...continued on page 2

OSM Convention & AGM

An Outstanding Success!

...continued from page 1

egates were treated to a day trip to Bueno Vista Adventure Park located on the side of the Rincon de la Vieja Volcanao on the Papagayo Gulf. Although temperatures peaked at 40 degrees Celsius, attendees participated in such activities as zip lining, canopy hiking and horse-back riding. For those who dared, a refreshing break from the heat was possible via a 425-metre plunge down a water slide through the jungle mountain-side. For those less courageous, a good soak in the area hot springs or a volcanic mud bath provided



a relaxing break. The day was rounded out with a reception and dinner which provided an impressive view of the sunset, along with bull riders, a mariachi band and dancers.

The convention concluded with the President's Dinner

which was held on April 13 at the Langosta Beach Club Restaurant in nearby Tamarindo.

By all accounts, those who attended this year's convention and AGM were satisfied with the accommodations, food, activities and atmosphere generated during the event.

In This Issue...

- 3** Ministry of Labour makes statement on spike in workplace injuries and fatalities.
- 4** Message from the Executive Director
- 5** **Health & Safety:** Protecting our workplaces in light of increased workplace injuries and fatalities.
- 6** **Recognition:** Apprentices recognized at 49th annual Apprentice Awards Dinner.
- 7** **SMACNA News Reel:** SMACNA's 2018 Annual Convention slated for October 14 to 17, 2018.



Annual General Meeting 2018

By-law amendments approved, new directors installed

The Ontario Sheet Metal Contractors Association held its Annual General Meeting on Monday, April 9, during the OSM Convention in Costa Rica.

Amendments to the association by-laws were approved during the AGM. The amendments add gender neutral language to the by-laws, as well as address the governance structure of the Board of Directors and the Labour Relations Council. The updated by-laws – inclusive of the approved amendments – were issued under OSM Bulletin #09-18. They are also available for download through the Mem-

bers portal of the OSM web site.

Also during the AGM, the following directors were installed:

Brantford/Hamilton/Niagara –

Jim DiNovo

Kingston – **Robert King**

London – **George Gallant**

Ottawa – **Cathy Godin**

Sarnia – **Larry McDonald**

Sault Ste. Marie/Sudbury –

Felix Lopes Jr.

Thunder Bay – **Robert Felbel**

Toronto – **Kim Crossman**

Waterloo-Wellington – **Harry Vogt**

Windsor – **Steve Koutsonicolas**

Ministry of Labour Makes Statement on Recent Spike in Workplace Fatalities

In light of the recent spike in workplace fatalities, the Ministry of Labour has announced that its safety blitzes for 2018 / 2019 will focus on site-specific training, especially working at heights.

According to Ministry data, there were seven fatalities and 37 critical injuries from January 16 to March 15, 2018. These alarming statistics sparked a joint statement from Minister of Labour, Kevin Flynn; Chief Prevention Officer, Ron Kelusky; and President and CEO of the Infrastructure Health & Safety Association (ISHA), Enzo Garritano.

“In the past few months, there has been a spike in workplace fatalities involving falls from heights,” the statement reads. “The families of these workers have been needlessly devastated by the loss of their loved ones... Workplaces should double their efforts to ensure that workers are safe, and that everyone understands their rights and responsibilities on the job.”

The statement went on to say that employers, supervisors and workers should make it a priority to pause and review all work practices, especially those involving high risk activities like working at heights.

“Only by working together, including the support of the employer, oversight of competent supervisors and properly trained workers using safety measures each and every time, will all workers return home safely,” the statement concluded. “Always remember to exercise caution, be vigilant and take care of each other in the workplace. Let’s get back to making Ontario the safest place to work.”

... continued on page 4



Industry representatives pleased to see Manitoba Bill 218 unanimously pass second reading on April 25.

The National Trade Contractors Coalition of Canada (NTCCC) held a Trade Contractor Summit meeting in Toronto on April 4. Bruce Reynolds and Sharon Vogel spoke on the Ontario legislation and provided an update on the progress of the Federal Bill that is currently under consultation with stakeholders. It is expected that the Federal Prompt Payment Bill will have first reading in the House of Commons in December.

The meeting also saw presentations on prompt payment from provinces across the country, including an update on Manitoba Bill 218 from Manitoba PC

MLA Reg Helwer (Brandon West).

Bill 218 is the culmination of a seven-year journey for the Manitoba construction industry. It unanimously passed second reading in the Manitoba legislature on April 25.

According to Chair of the NTCCC, Sandra Skivsky, “It is encouraging to see Bill 218 pass second reading with a unanimous vote, and it means that the government understands the issue.”

Trade contractors perform over 80 per cent of all construction work in Canada. There is currently no system in place

...continued on page 4

Message from the Executive Director

In my previous report, I discussed the changes to the Employment Standards Act resulting from Bill-148. Since then, there has been a cornucopia of interpretations on Personal Emergency Leave (PEL), vacation and holiday pay from all camps of Employer and Employee Bargaining Agents. One thing, for sure, is there are as many interpretations of the Act and its regulations as there are Philadelphia lawyers being retained by concerned parties seeking clarification.

Our partners at CECCO have met with Ministry of Labour representatives to express concerns of how the government unrolled the legislation without even considering collective bargaining agreements. The changes to work scheduling is not practical for construction, and our industry must get exemption.

CECCO asked pointed questions to the Ministry pertaining to PEL, however, the representatives would not provide direct answers to some of these questions. They have, in turn, stated that PEL regulation for construction is to be applied like vacation pay – meaning a percentage of the base rate. The Ministry has also stated to CECCO that construction employers have the option to pay PEL days or 0.8 per cent of the employee's wage.

OSM was the first Employer Bargaining Agent to stick our head up from the trench and provide a written policy to our members with respect to PEL. I have received numerous phone calls and emails from our members, other employer bargaining agents and construction associations complimenting the OSM Board for setting a policy for our members to follow.

MCAO also issued a policy soon afterward that is in line with that of OSM. A handful of others have since issued written or verbal policies along the same lines or containing varying interpretations. At the time of writing this report, EPSCA had received grievances from IBEW, UA and SMWIA. MCAO had also received grievances, but agreed with the UA to have their grievances heard at the OLRB. I suspect that the OLRB determinations on these grievances will set the tone for the industry. One thing for certain is that the changes to the employment standards have been an unwanted distraction as we lead up to the 2019 negotiations.

Speaking of the upcoming negotiations, the OSM Labour Relations Council (LRC) held a kick-off meeting in May to discuss the upcoming talks. The Chairman has instructed the council to return to their local areas to consult with their membership. The LRC will meet again in summer to build the provincial bargaining platform. I expect the local employer associations will be holding meetings to hear from their membership in June and early July. I encourage all members to attend and share matters of importance under the collective agreement, for their businesses to be successful in both the short and long terms.

In May, I was in contact with George Gritziotis, CEO and Registrar for the Ontario College of Trades. On behalf of OSM, I expressed concern with regards to apprentices being granted permission to challenge the Certificate of Qualification without having completed school and/or the required hours of their registered training agreement. Moreover, these challenges were being made without having permission from their sponsor.

Additionally, I took objection to the Ministry crediting work experience obtained by individuals who worked in a compulsory trade within Ontario, while they were a registered apprentice with OCoT. Namely, non-union skating around registering apprentices. Such companies and individuals are being rewarded for breaking the law and/or circumventing the apprenticeship program.

Mr. Gritziotis was in contact with me within five minutes of my sending him the email, and he has promised to have his staff follow-up on this matter. Without question, it is an issue the college has identified as being in need of correction, however, it needs loop-holes closed in the College of Trades Act to prevent the misuse. The college also needs assistance from the Ministry of Advanced Education and Training to close the backdoor on this problem. In the interim I have been assured that checks

... continued on page 6

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Ministry of Labour Makes Statement on Recent Spike in Workplace Fatalities

Each year the Ministry schedules inspection blitzes and initiatives



in specific sectors to protect workers' rights and enhance employers' awareness of their responsibilities. Occupational health and safety inspectors carry out their blitzes and initiatives to raise the awareness of hazards, and increase compliance with the Occupational Health and Safety Act and its regulations.

Additionally, blitzes and initiatives also take place to ensure employers across the province are upholding employment standards. The focus of these blitzes is on sectors where there is a history of violations, where vulnerable workers are employed (i.e. young, inexperienced or temporary foreign workers) and the number of people working is on the rise.

Given the recent spike in workplace fatalities, working at heights will be the main thrust of the Ontario Ministry blitzes in 2018 / 2019. Following phase one of the initiative which ran from May 1 to 31, 2018 and focused on supporting and educating employers, inspectors launched phase two, an enforcement campaign, on June 1, 2018.

For more information on Ministry of Labour blitzes, please visit www.ontario.ca.

... continued on page 3

Prompt Payment: On the Horizon from Coast-to-Coast

that enforces payment procedures and, as a result, they routinely receive late payments. These inefficiencies lead to cash flow problems that ultimately discourage hiring, investment in capital, and even result in bankruptcy.

The adoption of prompt payment legislation will ensure that contractors and subcontractors are paid within reasonable timeframes, removing the uncertainty that can slow projects and reduce productivity.

HEALTH & SAFETY

By ERIN OLIVER, SMACNA Safety Committee

Protecting our Workplaces

In light of increased workplace injuries

As a member of the SMACNA safety committee for Canada, I have had the pleasure of representing professionals in the sheet metal industry for the past three years. With safety being my specialty and one of my main priorities, I am also an active member of the Prevention Council of Ontario.

Through my participation on these safety committees, as well as my role as Vice President of Employee Health & Safety at Modern Niagara Group Inc., I am extremely concerned by the alarming increase of critical and fatal injuries that have recently plagued Ontario. Sadly, this issue is not just isolated to our province, but is also occurring in other provinces as well, as each has also seen a steady uptick in workplace accidents and fatal injuries.

This trend is extremely disheartening and serves as a reminder to employers and trade professionals to be more cognisant of their safety efforts. Not only should workers and supervisors be striving to protect themselves, but it is also important to look-out for one-another.

As a member of the sheet metal team, I firmly believe that we can all do our part to be healthier, safer and more successful. It is so important to regularly consult with your team with regards to being safer at the job site. Perhaps, it's time to get back to the basics.

(1) Plan your day – ensure you have the tools, equipment and materials you need, and make sure you have the knowledge to use them safely.

(2) Identify the hazards – every trade professional needs to identify the gaps that exist between the tools you have and the tools you need to be successful. If gaps exist, it is crucial that a supervisor is consulted to bridge those areas and fill the void with proper education and procedure. Always remember that every task is unique from day-to-day and job-to-job. By being aware of the

task at hand and having the proper education and tools, you will be successful.

(3) Look-out for one-another – Teamwork is a magnifier for success. Always support your fellow crew-members and watch out for hazards that others may not see. That said, don't be offended if someone offers to help you, as they too are demonstrating that they care.

The SMACNA safety committee continues to strive to shift its safety programs to a digital platform including modernization of the association web site, provision of web forums and digital tools, and updates to programs reflecting current regulatory standards. Some of the key highlights include:

- The Respirable Crystalline Silica Program – The Center for Disease Control (CDC) considers crystalline silica dust to be a carcinogen. The Occupational Safety and Health Administration (OSHA) recommends that it be treated as hazardous in an airborne state as exposure over time can cause lung disease, silicosis, chronic obstructive pulmonary disease, as well as kidney disease. The Silica Program was developed to prevent employee exposure to hazardous levels of Respirable Crystalline Silica that could result through construction activities or nearby construction activities occurring on worksites. It is intended to meet the requirements of the Respirable Crystalline Silica Construction Standard (29 CFR 1926.1153) established by OSHA.

- Participation with CPWR, a world leader in construction health and safety research and training, to develop a safety climate within all construction workplaces.

- Participation in industry reports such as the Dodge Report on Construction Safety. This report is the third in a series examining safety in construction. It includes current data, case studies and thought leader perspectives and feature articles on critical trends in safety.

By utilizing the educational tools available combined with following simple safety procedures, we can all work together to reduce, if not eliminate, workplace accidents and deaths.

2019 OSM AGM Dates Announced



Mark your calendars for **April 14 to 21, 2019** as OSM announces its 2019 Convention and AGM. Next year's edition will see delegates partake in a Danube River Cruise. Commencing in Budapest, Hungary, the cruise will make stops in Vienna, Weissenkirchen and Linz, Austria, before docking in Passau, Germany.

Registration will open in early summer, so book early to secure your spot!

UPDATE

Labour Relations Committee

Constructive session held

The OSM Automotive Committee held a constructive meeting with conference counterparts on March 22. A *Letter of Understanding* was drafted by union members of the Ontario Sheet Metal Workers and Roofers Conference outlining protocols for out-of-province contractors to apply for permission to import materials for installation in automotive plants. The protocols require the Joint Automotive Committee to make determination if the materials in question are of a proprietary nature and/or if such materials can be fabricated within Ontario by employer's signatory to the Collective Agreement.

The Labour Relations Committee (LRC) conducted a kick-off meeting on May 17 to discuss the upcoming 2019 collective agree-

...continued on page 8



... continued from page 4

Message from the Executive Director

and balances will be put in place to prevent registered apprentices from skirting around their sponsors.

OSM is beginning to upgrade our website and database. One of the features we will be adding is the ability for members to log-in and add permissions for other persons within their firms to receive specific types of news mailings as selected by that member. This information will be automatically propagated to the OSM database and to our Mailchimp mailing lists.

Lastly, we are once again working with Lorandus for our 2019 convention. Those of you who attended Costa Rica will be happy to hear that Lori Crouse will be managing the convention for us in 2019.

In closing, I hope you all enjoy what is shaping up to be a wonderful summer!

Bill 142 Construction Lien Amendment Act Video Released

The Council of Ontario Construction Associations (COCA) is pleased to launch its new video – Introduction to Bill 142 The Construction Lien Amendment Act – on YouTube.

The video was prepared by Ted Dreyer of Madorin, Snyder LLP. Dreyer is a member of COCA's Board of Directors and chair of COCA's Construction Lien Act Taskforce. Assisting in the creation of the video were Glenn W. Ackerley of Weir Foulds LLP and Sandra Skivsky of the Ontario Masonry Contractors Association and Prompt Payment Ontario. Technical expertise was provided by Michelle Henry-Hayden of the Grand Valley Construction Association.

The video can be viewed at YouTube or the COCA web site at www.coca.on.ca.

Apprentices Recognized at 49th Annual Apprentice Awards Dinner

The Toronto Joint Apprentice Committee held its 49th Annual Apprentice Awards Dinner on Thursday, April 19. The event recognized 122 graduates of the night school program which consisted of 11 classes. The apprentices that achieved first and second highest marks in each class received cash awards. Twenty graduating apprentices that obtained the Sheet Metal Worker Certifi-

cate of Qualification and the winners of the 2017 Ontario and Canadian apprentice competitions were also recognized.

The highlight of the evening was the awarding of the Allan Defoe Memorial Trophy. Defoe was a director of the Toronto Sheet Metal Contractors Association and a long-standing member of the Toronto Local Joint Apprenticeship Committee. The award is presented to the graduated sheet metal journeyman who achieved the highest average mark in combination of all three phases of night school, all three phases of day school and grade mark in the Certificate of Qualification.

This trophy was presented to **Taylor Smith** of TSS Air Systems Inc.



Colin Gordon – Ron Brown 2018 Apprentice Competition

The Colin Gordon / Ron Brown Apprentice Competition was held at the Ontario Sheet Metal Workers Training Centre on March 23. The event saw 11 Toronto area apprentices compete.

The competition comprised of pattern drafting, theory tests and shop fabrication. The show project was a copper and brass mantel designed by training centre and Toronto night school instructor, Neill Kennedy. Winners of the competition were announced at the Toronto Apprentice Awards on April 19.

The Toronto local competition is jointly named after Colin Gordon and Ron Brown. Brown was superintendent of Principal Heating and was very dedicated to the apprenticeship program. The Ron Brown Memorial award was established in 1971 and is awarded to the top placing apprentice at the competition that was attending phases two or three night school, or who had completed advanced day

school. The winner of the Ron Brown Memorial for 2018 was **Benjamin Ledlie** of Tam-Kal Ltd.

The Colin Gordon Trophy is presented to the fifth year apprentice who has the highest placement in the competition. A second place trophy is also awarded. Gordon was a long serving director of the Sheet Metal and Air Handling Association in Toronto and an employer of A.G. Baird throughout the 1960s.

Gordon was very involved in the apprenticeship program and the development of the Sheet Metal Worker Certificate of Qualification. The Colin Gordon award was originally proposed by the Toronto group in 1973 to be an award for the Ontario Apprentice Competition, but instead was first presented at the Toronto Apprentice Competition in 1974.

The first and second place winners for 2018 were **Danielle Fleming** of Plan Group and **Greg Holland** of Elgin Mills Sheet Metal, respectively.

TECHNICAL NOTES

SMACNA's Technical Services Helps Answer Industrial Questions

In addition to developing and issuing highly regarded industry standards, SMACNA's Technical Services Department continuously fields questions about technical aspects of sheet metal construction and the application of specific SMACNA standards.

Some of the most frequently asked questions in the industrial sector are the use and application of the standard.

SMACNA addresses some of the most frequently asked questions below using its *Rectangular Industrial Duct Construction Standards* as a reference.

Technical inquiry regarding snow and ice loads:

My question related to ductwork in terms of gage and the reinforcing required. The duct is HVAC duct and will be 304 stainless steel all welded construction; negative one-inch pressure ductwork. The duct is up to 120 inches and over 120- to 160-inches. The duct is outdoors and subject to weather conditions.

Response from Technical Services:

Because the ductwork is outdoors and considering the region your project is in, we added a snow load of 40 lbs./ft². Together these loads add up to 47.6 lbs./ft² or an equivalent static pressure of 9.2 in. wg, which is added to the duct's "critical load." Adding all dead and live loads, the duct's critical load is 11.3 in. wg, which the duct must be constructed for. Being over 10 in. wg., SMACNA's Rectangular Industrial Duct Construction Standards will be used for



the construction solutions.

Design conditions:

- -1.0 in. wg.
- Class 1
- Type 304 stainless steel
- 120° F
- Welded construction
- External insulation two-inch, six-pound density
- Cladding – 24 gage aluminum
- Stiffeners – Fixed
- Hanger spacing – 10 ft. max.
- Ice load – Zone Four, 1.6-inch
- Snow load – 40 lbs./square foot

The following recommendations are per SMACNA's Rectangular Industrial Duct Construction Standards:

- 16 gage.
- Duct to 120 in. – Stiffeners (fixed): Top, sides and bottom, R10 (see Rectangular Industrial Duct Construction Standard Table 7-D), three-feet maximum spacing. If electing to use a single tie rod, one can use R-9 stiffeners in lieu of R-10.
- Duct over 120 in. to 160 in. – Stiffeners (fixed): Top, sides and bottom,

... continued on page 8

WELCOME NEW MEMBERS!

SMACNA Ontario is pleased to announce the following new OSM members:

Opus Mechanical Services Ltd.

scott@opusmechanical.com
(416) 312-4500

Crozier Environmental Inc.

www.cfcrozier.ca
(416) 477-3392

HVAC Depot & Metal Manufacturers Inc.

http://hvacmetal.com
(905) 672-0769

Summit Mechanical Ltd.

http://summitmechanical.com
(416) 798-2222

SMACNA NEWS REEL

SMACNA's 2018 CONVENTION



SMACNA's Annual Convention is the association's premier event, blending exceptional education with world-class networking and social opportunities. This year is no different as SMACNA journeys to the Marriott Marquis San Diego Marina for the 75th Annual Convention being held **October 14 to 17, 2018.**

The opening reception on Sunday evening takes places on the flight deck of the USS Midway Museum, one of the longest-serving and most famous aircraft carriers in U.S. Naval history. The event promises to be a breath-taking, life-long memory that attendees won't soon forget.

This year's keynote speaker is Commander Rorke T. Denver, who has lived an action-filled life.

From running every phase of training for the U.S. Navy SEALs including advanced sniper and hand-to-hand



fighting; to leading special forces missions in the Middle East and other international hot spots, to starring in the hit film *Act of Valor*, based on true SEAL adventures, and even writing a New York Times best-seller about his personal life story, Denver's life can be summed up in one word – survival.

In 2006, Denver was the of-

... continued on page 8

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... continued from page 7

SMACNA's Technical Services Helps Answer Industrial Questions

R12, three-foot maximum spacing. If electing to use a single tie rod, one can use R-10 stiffeners in lieu of R-12.

- Be sure to include stiffeners at fittings as well as straight duct.
- Duct supports 10 ft. spacing max. Duct supports must be directly below stiffeners or use 12-gauge reinforcement patches at all supports (see Rectangular Industrial Duct Construction Standard Figure 4 - 9).

Technical inquiry on the use of spiral duct in industrial applications:

Using the SMACNA Round Industrial Duct Construction Standards for Class 1 duct. Duct is -2 in. wg, stainless steel ductwork, and size is 16 in. diameter and down. My question is, does anything prohibit the use of spiral ductwork for this application? Am I understanding the standard correctly that spiral can be used for this industrial application?

Response from Technical Services:

Following up to your technical inquiry, stainless steel spiral duct is covered in SMACNA's Round Industrial Duct Construction Standards, Chapter 11. Stainless steel spiral may be used in Class 1, Class 2 and Class 5 applications, and is subject to the following design limits:

- A design pressure within the range from negative 30 in. wg. to positive 50 in. wg. (7500 Pa to 12,500 Pa).
 - Supported at intervals not exceeding 20 ft. (6100 mm).
 - Design temperature not exceeding 250° F (121° C).
 - Having a nominal diameter within the range of four to 96 in. (100 to 2440 mm).
 - Minimum 22 gage.
 - With diameter-to-thickness ratios of less than 1800 for all ducts.
 - All ducts listed in the "bending" and "pressure tables" contained in other sections of Chapter 11 meet the minimum gage requirements described above.
 - The tables are limited to indoor applications or outdoor applications where weather conditions are such that the effects of wind, ice and snow may be neglected. (In designed systems for outdoor applications, where consideration must be given to the effects of wind, ice and snow, the user is directed to Chapters 4, 5, 6 and 7 for guidance in manual calculation of their requirements).
- Members and industry with technical questions are encouraged to submit their inquiries via SMACNA's Technical Resource Inquiry web page – www.smacna.org/technical/make-a-technical-inquiry.

SMACNA's 2018 CONVENTION

... continued from page 7

ficer in charge of BRAVO Platoon of SEAL Team THREE in Iraq's Al Anbar province, in one of the most combat-heavy deployments of any regular SEAL team since Vietnam. He was awarded the Bronze Star with "V" for valorous action in combat from those missions. An honor graduate of the United States Army Ranger School, Denver will share his adventures and views on what makes a hero, why we

fight and what fighting does to us.

The last day of the conference marks the beginning of the 75th Anniversary year for SMACNA. Join SMACNA for a big celebration which will include multi-platinum recording artist Andy Grammer.

Registration is now open. The Early Bird registration discount will be honored until **July 15, 2018**. Please visit www.smacna.org.

... continued on page 5

Labour Relations Committee Constructive Session Held

ment renewal. The committee members were tasked with collecting local area input for review and consideration. The LRC encourages local employer asso-

ciations to hold a meeting of their own membership in order to gain insight from local membership regarding matters of concern for the upcoming negotiations.