

## UPDATE:

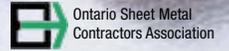
Latest Update From the Ontario College of Trades

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Greg Rodgers – OSMWTC “Yoda” Retiring from Training Centre

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# CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

### PRESERVING THE TRADE



## Heather & Little Ltd.

### Creating custom and ornamental sheet metal components that stand the test of time

**H**eather & Little Ltd. isn't just a roofing company anymore. Established in 1925, the company has evolved over the past 94 years to become one of the premier fabricators of custom ornamental and historic sheet metal components throughout North America.

“We are different from any other company in Canada,” said H&L Executive Vice President, Operations, Mike Papania. “At one point we were just a roofing company that installed flat roofing, coping and flashing, but we’ve grown ex-

tensively into the custom decorative and ornamental sheet metal markets.”

Although H&L is still involved in the manufacture of custom metal roof shingles and tiles, the company’s capabilities are far further reaching. Not only has H&L been involved in crafting and restoring monumental statues, the company has also created decorative roof finials, domes, steeples and cupolas, decorative urns, metal balustrades, sheet metal cresting, kalamein windows and doors, and much more.

Depending on the type of installation, H&L utilizes a variety of different metals for each project. For historical sites such as churches or government facilities, copper is generally the material of choice in order to maintain a historic flavour. More modern buildings may lean towards stainless steel, aluminum or zinc for their custom ornamental pieces.

According to Papania there is no limit to the variety of decorative sheet metal components H&L can produce. Whether

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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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**Heather & Little Ltd.**

it's an original piece or a replication of a historic feature from a photograph, H&L's artisans continue to surpass customer expectations. After all, at Heather & Little, "one of our greatest strengths is the experience and talent of our people."

However, like many other sheet metal companies, Papania said he fears for the future of the trade because of the shortage of skilled tradespeople.

"I care about this trade more than anything," he explained. "My father was involved in this trade and had me working with metal and soldering at the age of 12, so the trade means a lot to me. These guys aren't just workers, they are artists and this artistry is reflected in the work they produce."

Papania said that decorative sheet metal work could be considered a trade in itself. Not only do the tradespeople have to be comfortable working at heights, they also have to possess a specific skill-set and an abundant amount of patience.

"If I can't bring in apprentices, what's going to happen is I'll have to start bringing in machinery to try and replicate what I've got people doing now, and the trade is going to be lost," he said. "We are such a specialized trade, which is why we can supply components throughout North America. Everyone is having the same problem as we are when it comes to skilled labour."



(Above) Second year apprentice Tyler Kelly hand cuts 70 copper rosettes for an NYC cornice. (Left) Journeyman Elliott Barnes fabricating stainless steel flashing for The Park Hyatt Hotel in Toronto.

One of the biggest pain points Papania is faced with are apprentice ratios and his ability to obtain workers with the specific skill-set H&L requires.

"There are a lot of guys that don't want to do what we're doing here, and I understand that," Papania explained. "However, just imagine that kid who starts his/her apprenticeship, attends the trade school, develops a love for lay-out for example, and then goes out to the duct work job site to do everything but lay-out. He or she will probably think, 'this isn't really what I wanted to do,' and may possibly leave the trade. We want to avoid that."

Ideally, Papania suggested he would like to be involved during apprentice intakes in order to target those who may have an interest, or capability, to excel in the decorative side of the sheet metal industry.

"Those who do their apprenticeship at Heather & Little know where they come from," Papania said. "It's not that

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## Message from the Executive Director

The last issue of Crossflow contained my article on the labour shortage in the industry. Don't worry, I've tucked my soapbox under my desk for this edition. That said, however, there are a couple items that relate to the topic and are worth mentioning.

I haven't yet received the total 2018 man-hours from all local associations, but I estimate that the provincial total will likely land around 5.45 million for 2018, which is slightly less than the 5.5 million from 10 years ago. However, I don't recall having difficulty obtaining manpower back in 2008, or at least to the extent our membership have in the past year-and-one-half. This is precisely the issue we must remedy and remain focused on in the coming years.

Some Toronto contractors are currently experiencing a lull in their workload, and are faced with either lay-offs and/or reduced work week hours until projects get underway. I am suspect that this lull, for some, is the outcome of companies withholding from bidding work over concern with the availability of skilled labour. This balancing act of securing steady work is a typical problem for companies during busy times, as it has been proven in the past that unionized market share often declines after the boom ends.

It is expected that the industry will be busy until 2022, but there will be pauses in some regions along the way. We must be mindful that whilst the total provincial man-hours may be up for 2018, there are local areas that are not benefiting from this boom. For example compared to 2017 totals, Thunder Bay realized an eight per cent decline in 2018 man-hours, while Ottawa had a slight two per cent decline and Windsor maintained the same man-hours. Ottawa, for example, is predicting a slow-down for 2019 until a few larger projects get under way – such as the parliament buildings. I look at these areas as examples for the need for less restrictive mobility throughout the province for our employers and local union members.

OSM regularly partners with its associates at COCA, CECCO and NTCCC in presenting the concerns of our industry to both Provincial and Federal Governments. With this in mind, I will be participating in COCA's "Construction Day at Queen's Park" in March. COCA members will be meeting with the Members of Provincial Parliament to make sure the Prompt Payment and Adjudication is enacted as scheduled by October 1, 2019. We need to ensure the 74 new MPPs in the legislature are well informed on how important Prompt Payment and Adjudication are to this province.

OSM also has some concern with the planned wind down of the Ontario College of Trades (OCO<sup>T</sup>), as well as the new model for apprenticeship being touted by the Provincial Government. COCA and CECCO have been engaged in consultations with the Minister's office and, for the most part, we are on the same page as our partners. But we have had to be very vocal in reminding Ministers that an enforcement model is essential to the well-being of the compulsory trades. Moreover, any notion of eliminating enforcement is a recipe for disaster, as relying on enforcement by Ministry of Labour inspectors has proved ineffective in the past. A dedicated branch of enforcement officers is certainly required. I have suggested within CECCO that the unionized sector has demonstrated self-policing in this regard and certain buyers of construction do as well. At least we can show that the unionized sector adds cost saving value, and we can free-up enforcement officers to focus on known sectors of the industry that cheat the system. I've also suggested that enforcement needs to be focused on the jurisdiction of the compulsory trades, and not get lost by the foggy areas that are the battlefields of union jurisdictional bickering.

The Ministry of Training, Colleges and Universities (MTCU) has a lot of

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## UPDATE: Ontario College of Trades

On November 21, 2018, the Ontario Government passed the *Making Ontario Open for Business Act*, which makes significant changes to the apprenticeship and skilled trades system, including preparation for the wind-down of the Ontario College of Trades (OCO<sup>T</sup>). The Ministry of Training, Colleges and Universities intends to propose a replacement model for the regulation of the skilled trades and apprenticeship system in Ontario early this year.

Effective immediately, all journey-person-to-apprentice ratios are 1:1 for the 33 construction trades that are subject to ratios. This means that subject to their collective agreements, employers and/or sponsors of these 33 trades can now begin to hire apprentices at a rate of 1:1 for each journey-person.

Also effective immediately is a moratorium on trade classifications and re-classifications. This means that trades can no longer be referred to the Classification Roster for the trade classification and reclassification process. The government has committed to working with the industry to gather feedback in order to undertake trade classification reviews within the broader regulatory framework. More details will be released once the process is clarified.

Even though discussions have begun to wind down the OCO<sup>T</sup>, at this time, the Ministry and the college will continue to deliver key services. Among other duties, the Ministry continues to register training agreements with apprentices, assess employer eligibility and administer Certificate of Qualification exams. The college supports this work by continuing to issue skilled trades credentials (Certificates of Qualification and Statements of Membership), verify credentials at worksites across the province and support labour mobility through credential verification.

Additionally, the College will continue to process membership fees. Additionally apprentices are still required to maintain valid Statements of Membership with the college in order to hold active Registered Training Agreements with the Ministry.

Although the college continues to deliver the day-to-day functions required

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## Message from the Executive Director

ground to cover to replace the OCoT and I'm very concerned about the government's capability to get it done. For example, I have had a couple employers and the MCA Windsor enquire about the Graduated Apprenticeship Grant for Employers (GAGE). GAGE was introduced by the previous government in 2017 as an incentive for employers to hire apprentices and, with added incentive, hire from under-represented groups for high demand trades. Phased out was the Apprenticeship Training Tax Credit (ATTC). The common question brought forward was: who is entitled to the grant when the apprentice is group sponsored? Meaning, does the group sponsor (Local Joint Apprenticeship Committee [LJAC]) or the employer get the grant. The answer is the employer. However, based on information the previous government provided, I was led into digging deeper into exactly how the employer goes about filing for the grant. My research revealed that we have a problem.

While the Ontario.ca website has a page pertaining to GAGE, the page states that the Ministry will provide additional details – including how to apply for the grant – at a future date. I've had the Toronto LJAC check with their MTCU contacts for input, and we found out that MTCU rank and file have been asking the same question, yet have received no response. OSM intends on addressing this to the Minister as well. This issue is if this happening with the GAGE program, then I don't have a warm and fuzzy feeling about the planned wind down of the OCoT.

Another government item we are watching is Bill 66 – *the Restoring Ontario's Competitiveness Act 2018*. Included in the Bill is an item which deems municipalities

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## POLITICAL POINTS

# Bill 66 – Restoring Ontario's Competitiveness Act 2018

**B**ill 66 – *Restoring Ontario's Competitiveness Act, 2018* – passed first reading by Ontario's Conservative Government on December 6, 2018, and will now proceed to second reading. If enacted in its current form, Bill 66 will amend 18 pieces of legislation, including the *Employment Standards Act*, *Labour Relations Act*, *Agricultural Employees Protection Act* and *Pension Benefits Act*.

The intent of these changes is to reduce red tape and the regulatory burden currently placed on employers. The following is a summary of key amendments:

### EMPLOYMENT STANDARDS ACT – Excess Hours of Work and Overtime Averaging

At present, section 17.1 of the ESA requires an employer to obtain both the agreement of an employee **and** approval from the director of Employment Standards before it can permit or require an employee to exceed 48 hours of work in a work week. Bill 66 removes the requirement for the director's approval. If passed, an employer will be able to permit or require an employee to work in excess of both the maximum daily and weekly hours of work based on employee (or trade union) agreement alone.

Bill 66 also repeals sections 22.1 and 22.2 of the ESA, removing the requirement the director approve an averaging agreement between an employer and its employees for the purpose of determining entitlement to overtime pay. As with excess hours of work, the employer would still need to obtain the agreement of any affected employee or trade union. Bill 66 also limits the period of time over which an employee's hours of work could be averaged to a maximum of four weeks.

These amendments are expected to provide an employer with greater flexibility to manage its workforce.

Bill 66 also amends section 2 of the ESA such that the director, and not the Minister, is required to publish a poster providing information about the ESA and its regulations. More importantly, the amendment removes the requirement an

employer affix the poster in the workplace. However, an employer continues to be required to provide a copy of the poster to any new employee within the first 30 days of employment, in accordance with subsection 2(5) of the ESA.

### LABOUR RELATIONS ACT – Public Body as Non-Construction Employer

At present, it is possible for certain broader public sector entities to be bound to collective agreements in the construction industry, despite the fact they are not engaged in construction in the traditional sense. An entity bound to a construction trade union is generally prohibited from having any construction work performed by a non-union construction company or contractor.

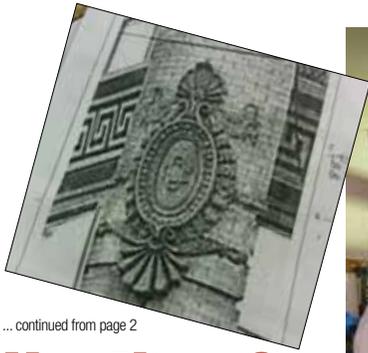
Bill 66 expressly deems municipalities and certain local boards, school boards, hospitals, colleges, universities and public bodies within the meaning of the *Public Service of Ontario Act 2006*, to be a non-construction employer for the purpose of the LRA. This means they would no longer be bound to any collective agreement insofar as it applies to the construction industry. Employees working in the construction industry for a non-construction employer will no longer be represented by their existing trade union. Should employees working in the construction industry for a non-construction employer wish to seek union representation, they will do so under the non-construction certification provisions of the LRA.

This amendment is expected to increase competitiveness by not restricting the subcontracting of construction work to contractors bound to a specific union and, instead, will permit these public sector entities to seek the best contractor and price regardless of union affiliation.

### AGRICULTURAL EMPLOYEES PROTECTION ACT – Ornamental Horticultural Worker

At present, an employee employed in horticulture by an employer whose primary business is agriculture or horticulture is exempt from the LRA but not expressly

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## Heather & Little Ltd.

they're trained any better here. It's because when they attend trade school, they learn all the ductwork and a little bit of roofing, but the stuff we do here isn't really touched upon in the classroom."

H&L's goal is to be able to hone the artistic skills of the apprentices, help them grow as craftspeople and keep the trade alive and flourishing.

With a crew of nine currently in their Markham fabrication shop and typically 15 at their Ottawa facility, H&L works diligently with its crew members to develop their skills and keep their production schedules on track. Through the efforts of Papania and Production Manager, Zane Elliott, H&L implemented "lean manufacturing techniques" and developed a software program to assist in this area.

"We have stand-up meetings in the shop every morning to review everyday metrics and track our safety risks," Papania said. "The guys in the shop have access to this software, so they can easily track their progress when it comes to production scheduling, as well as their own skill development."

Listing the specific skills H&L requires, the program allows the company to see where their crew excels and target the areas that need more training/expertise.

"We have created columns (within the software) listing all the different machines, tasks, abilities, etc. and we fill in circles to highlight the strengths and weaknesses in any given area," Papania explained. "The crew gets really excited and motivated when they see their progress this way, and they want to get full circles right across the board."

By implementing programs and initia-



Dave Spear (above), H&L Shop Foreman, displays a copper crest he created from an old black and white photograph (upper left). Spear was so proud of his work, he had an image of the crest tattooed to his chest.

tives to engage the crew, H&L has developed professional artisans who have passion for their trade.

One such artisan is H&L Shop Foreman, Dave Spear, who was tasked with recreating a company crest for the Ogilvy Building in Ottawa.

"All Dave had to work from was an old, crumpled, black and white photograph," Papania said. "He took that picture, photocopied it a few times to clear it up, and created an exact replica out of copper which can now be seen by everyone who passes by that building. In fact, Dave was so proud of his work on that project, he had the crest tattooed to his chest. This just shows such pride in workmanship at a deep, personal level."

By developing its artisans and motivating its crew, H&L has established a solid reputation in the market for quality work. And, this is certainly reflected by the numerous design awards that adorn the office walls. Whether it's brass doors for a water treatment plant in Toronto, a cornice for the Elgin Theatre on Yonge Street, or 7000 individually-stamped copper shingles for the Sun Tower in Vancouver, H&L has the facilities and skilled artisans to make it happen. However, Papania will continue to advocate for the trade to ensure that the flow of skilled artisans continues, and the craft stays alive and well.

## Wally McIntosh Scholarship Applications Now Available

The OSM Board of Directors has approved an increase of scholarships from \$2000 to \$2500, and discontinue the \$1000 scholarship to Lambton College. Instead, a \$1000 award will be presented to the sheet metal apprentice that obtains the highest average mark for basic, intermediate and advanced day school while attending the Ontario Sheet Metal Workers Training Centre.

Applications are currently available at the OSM web site at [www.osmca.org](http://www.osmca.org).

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## Bill 66 – Restoring Ontario's Competitiveness Act

covered by the AEPA. Bill 66 extends the application of the AEPA to an employee who engages in ornamental horticulture. This means an ornamental horticulture employee will be covered by the AEPA and exempted from the LRA, providing these workers with the same protection as other agricultural workers.

### PENSION BENEFITS ACT – Jointly Sponsored Pension Plan

Bill 66 repeals subsection 80.4(1) of the PBA allowing an employer to merge a single-employer pension plan with a jointly sponsored pension plan without requiring government approval. At present, the ability to transfer to a jointly sponsored pension plan is only available with respect to a public sector plan or a prescribed pension plan or class of pension plans.

For more information on Bill 66, visit the Environmental Registry of Ontario at [www.ero.ontario.ca](http://www.ero.ontario.ca).

## New OSM Website and Database Now Online

The Ontario Sheet Metal Contractors Association (OSM) is pleased to announce its new website and database is now in full service.

OSM has streamlined the site to make it easier for members to navigate and obtain information.

Visit [www.osmca.org](http://www.osmca.org) today!

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## UPDATE: Ontario College of Trades

under the *Ontario College of Trades and Apprenticeship Act, 2009*, OCoT is in a time of transition. With the goal of creating a stronger skilled trades system in Ontario, the Ministry and the college will work closely together to support the transition.

In the meantime, to check the status of your membership, please access the college's member portal at [www.collegeoftrades.ca](http://www.collegeoftrades.ca) or call 1-855-299-0028 Monday to Friday, 8:30 a.m. to 5 p.m.



OSM members are reminded that a wealth of business information is available to them for free through Two Grey Suits.

Two Grey Suits is a professional, on-line resource which provides companies – both large and small – with a wealth of tools and information to help them hire, manage, engage and retain employees.

Please visit [www.twogreysuits.com](http://www.twogreysuits.com) for more information.



## GREG RODGERS

### OSMWTC “Yoda” Retiring in July

Ontario Sheet Metal Worker Training Centre (OSMWTC) Instructor, Greg Rodgers is retiring in July 2019 after 12 years at the training centre.

“They refer to me as Yoda around here because I’m the old, wise one,” Rodgers mused. “I’m passing the torch to the next generation so someone else can have the same opportunity I had.”

Rodgers started in the sheet metal industry as an apprentice in 1976. In 1981, he travelled from his home-town of Huntsville, ON, to Toronto and competed in the National Sheet Metal Competition. While participating in the event, Rodgers was approached by a training instructor who asked if he would be interested in teaching a night school program. According to Rodgers, “I said ‘yes’ because I saw it as my opportunity to teach the way I wish I would have been taught.”

Taking all of the positive aspects of his learning experiences over the years, Rodgers was focused on giving the apprentices the necessary skills to make the best of themselves. And he’s done just that over the past 38 years he has been an instructor.

Rodgers came to the OSMWTC in March 2007 when the training centre was first established.

“The first class was scheduled to start in May 2007 and I started in March,” he explained. “When I arrived, there was nothing here, just four walls – not a piece

of paper with anything on it, no desks, no nothing.”

Rodgers was instrumental in forming the curriculum for the OSMWTC right from the start. Having brought all of his lesson plans and materials from his previous instructor positions, Rodgers created a program that would best suit the apprentices being trained at the centre. Over the years, he has always paid close attention to evolving his lessons and implementing teaching strategies that work best for the students.

“Teaching is a lesson in trial and error,” he said. “Whenever students struggle, you have to try and explain things 10 different ways. Then you come across that eleventh way to explain something, and the students’ eyes get big and you know they finally get it. That look is the biggest reward in teaching. Watching the students grow in confidence, knowledge and skill has been the best part of my job. I am proud to say that’s I’m going out the same way I came in – giving it my best shot.”

What does the next chapter of Rodgers life journey look like? Although he has no planned agenda or bucket list to fulfil, Rodgers said he wouldn’t mind a trip to the Caribbean, as well as more time in his favourite fishing spot in Northern Ontario.

“I have no major plans to go anywhere or do anything,” he said. “I just want to relax and enjoy the time.”

## SMACNA Hosts Executives Meeting

The SMACNA Ontario Chapter recently held a regional executives meeting to discuss upcoming events and technical resources available to the membership.

In 2019, SMACNA will be providing an educational program detailing the transfer of business ownership and succession planning. Dates and locations will be released soon.

SMACNA Ontario also highlighted the resources soon to be available to the membership. These include the following manuals and standards:

- The print edition of the new HVAC Duct Construction Standards – Metal and Flexible is anticipated for release in March 2019.
- The print edition of the new Fire,

Smoke and Radiation Damper Installation Guide for HVAC Systems will be launched by the end of the first quarter of 2019.

- The Full System Air Leakage Testing Standard will be released at the end of the second quarter of 2019.

- The Seismic Restraint Manual and Infection Control Standard will be available by the end of 2019.

- The Food Service Manual and New Testing and Balancing Manual will be released in 2020.

SMACNA Ontario would also like to remind members that the 2019 SMACNA Convention will be held October 20 to 23 in Austin, TX. Convention pricing will remain at the 2018 rates. Make sure you register early!

## SMACNA Joins Forces With Air Movement Control Association

SMACNA is joining forces with the Air Movement Control Association (AMCA) to embark on educating HVACR industry professionals on the benefits of ducted air systems.

AMCA's 2019 Air Systems Engineering and Technology (ASET) North America conference is slated for March 25 and 26, 2019 in Chicago, IL. It is just one of SMACNA and AMCA's partnership efforts that will provide in-depth technical training and education ducted air systems and its associated products. The conference will also offer multiple track sessions on duct design, fans, dampers, louvers, testing and balancing, and AMCA Certified Rating programs.

The Annual ASET engineering conference offers participants such as contractors, engineers, research scientists and technicians, code officials, facility operators, designers, specifiers and engineering students, structured learning experiences as well as provide peer-to-peer

networking opportunities.

In addition, SMACNA and AMCA will present white papers featuring case studies that cover future research projects on energy system comparisons of ducted air systems versus non-traditional systems for the HVAC&R industry.

AMCA International works to advance the health, growth and integrity of the air-movement-and-control industry. Founded in 1917, AMCA represents manufacturers of ducts, fans, louvers, dampers, air curtains, airflow-measurement devices and other air-system components. In addition to their Certified Ratings Program, AMCA verifies compliance, develops standards and advocates for model codes, regulations and utility incentive programs that promote efficiency and life safety.

Members can visit the AMCA website for details on the ASET conference at [www.amca.org/news/ASETconference.php](http://www.amca.org/news/ASETconference.php). Registration will open soon.

## SMACNA Ontario Initiates Member Survey

At the request of SMACNA Ontario, SMACNA National is producing an informational piece that will highlight the benefits of SMACNA membership and being a part of a regional chapter.

SMACNA Ontario will be issuing a survey to OSM members regarding SMACNA and the chapter, in an effort to gauge member requirements.

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### Message from the Executive Director

and certain local boards, school boards, hospitals, colleges, universities and public bodies to be non-construction employers. Trade unions that represent employees of these construction industry employers would no longer represent those employees. Any collective agreement binding the employer and the trade union ceases to apply in so far as it applies to the construction industry. CECCO is making it a point that government evaluate the cost on factual data inclusive of contractor performance, apprenticeship hiring and safety record. Failing that, I predict the unions will align and lawyer-up based on a human rights issue.

Let me conclude my report on an health and safety note. At a December 4 COCA meeting, Ron Kelusky, chief prevention officer at the Ministry of Labour, reported that the government has tasked the Ministry to review the value and frequency of re-certifications for Working at Heights and WHMIS. This mandate aligns with the government philosophy of cutting red tape and costs. Additionally, Kelusky spoke on the recent change to shorten in-class training for Joint Health and Safety Committee certification from five to three days by making online courses available.

Although the government is reviewing and revising all these programs, are they cutting in the right places? The Ministry of Labour reported 25 fatalities and 255 critical injuries from January 1 to December 31, 2018. Many of these fatalities and injuries are falls, and many of those falls are from ladders. That's right, ladders. Remember the green book on ladder use versus scaffolds and platforms? Notable is the lion share of injuries are within the residential sector. So I wonder why Ministry inspectors hang around union ICI job sites as opposed to hitting the known problem areas.

# Ottawa Sheet Metal Apprentice Participates in World Arm Wrestling Championship in Turkey

**M**att Smith, sheet metal apprentice at SK Sheet Metal in Ottawa, recently represented Canada at the 40<sup>th</sup> Annual World Arm Wrestling Championship in Antalya, Turkey.

Having grown up arm-wrestling his schoolmates and friends, the 34-year-old became interested in competitive arm wrestling after watching a reality show called "Game of Arms." Smith was hooked.

To date, Smith has earned the title of Ontario champion as a right-hander for the past three years (2015, 2016 and 2017), as well as the Ontario "puller of the year" – a points-based determination – in each of the past four years. Additionally, he was recognized with the Iron Man title for his participation in the most tournaments. However, Smith's most coveted prize is winning the "World Champion" title.

Smith's voyage to Turkey was his third attempt to achieve this goal. Competing right-handed only – due to an injury to



Matt Smith participating at the Ontario Apprentice Competition in Waterloo, ON, in October 2018.

his left arm – Smith beat Monoj Debnath of India in the first round; lost his next match to the eventual third-place finish-

er, Nurdaulet Aidarkhan of Kazakhstan; and then was eliminated by the eventual champion, Turkey's own Engrin Terzi. Smith finished 16<sup>th</sup> in a field of 24.

"I am sure I could have finished higher versus other opponents, but I am content with winning my first match," Smith told the Ottawa Citizen. "It was a great time with real tough competition. But we don't give up. It's a sickness."

Participating in the World Arm Wrestling Championship is largely a DIY effort and participants have to cover all of their expenses themselves. However, considering Smith is an active member of the sheet metal industry and past participant at the Ontario Apprentice Competition in Waterloo, ON, OSM recognized his efforts and provided him with a \$1000 sponsorship for his participation in the upcoming Pan Am Arm Wrestling Championship being held May 24 and 25, 2019 in San Jose, Costa Rica.



## POSITION AVAILABLE

# Sheet Metal Worker Instructor

We would like to thank Greg Rodgers for his many years of dedication to the education of sheet metal workers across the province. Greg is retiring this summer and the Ontario Sheet Metal Workers Training Centre is looking for a replacement.

We are looking for an individual that is self-motivated, knowledgeable and experienced.

### RESPONSIBILITIES

- Delivering course curriculum in classroom and shop settings.
- Tutoring and academic counseling of apprentices while evaluating progress and achievements.
- Overall grading and assessments of apprentices within assigned courses.
- Developing individualized instruction and multimedia presentations into the learning process where applicable.
- Incorporating technology into lesson planning.
- Attending periodic upgrading courses.
- Helping with various sheet metal competitions at the provincial and national level.

### EXPERIENCE

- Five to 10 years in the 308A sheet metal trade.
- Welding background is an asset.
- Teaching experience is an asset.
- Vast knowledge of layout, shop fabrication, field installation, mathematics, sheet metal theory and welding theory.
- Comfortable working with power point, word and excel.
- Estimating or supervisory role is an asset.

Start Date: **May 1, 2019**

Please submit resumé by **March 15, 2019**

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