



ONTARIO REFRIGERATION & AIR CONDITIONING CONTRACTORS ASSOCIATION

Summer 2013

Cool News

..... Committed to Industry Excellence since 1967

IN MEMORIAL - DAVID WILLIAM HONSBERGER, P. ENG

August 23, 1951 – February 17, 2013

After a brief illness, surrounded by his loving family, David began the next chapter of his journey on Sunday, Feb. 17, 2013. He leaves many joyous and happy memories for his beloved wife Mary Ellen of 38 years. David also leaves a wonderful legacy and many happy years and moments to his children and daughter-in-law, Suzanne Honsberger and James (Kristen) Honsberger. David is also survived by his in-laws Ted (Susan) Billo, Jim (Charlene) Billo and Teresa (Don) Wittig who welcomed him into their family as if he was one of their own. His loving extended family includes many nieces, nephews, their spouses and their children, each of which held a special place in his heart.



Dave with daughter Suzanne.

David very quickly shared a special relationship with his parents-in-laws, Ed (1978) and Madeline (1994) Billo. David's beginning years were spent in Jordan Station making special memories with his parents, Myrtle (2004) and Chris. We are confident that he is now enjoying

blueberry cheesecake and pecan pie. He is also survived by his sister Linda (Carmen) Alexander and their children who also share special memories.

David began his professional career in 1973 with Black & McDonald and held numerous positions throughout his 30 years of service. Among those were: Hamilton Service Manager, Toronto Service Manager and Technical Support Group Manager. David was also instrumental in the creation and growth of the facilities management business as the Division Manager, Facilities Management & Operations (which included the creation of Canadian Base Operators, Black & McDonalds military support services company, in 1995).

David also had associations within the HVAC industry including Director on the Board of OCS (Ontario Construction Secretariat), and former Ex-officio on the Board of Directors of MCAT (Mechanical Contractors Association of Toronto). He also developed special relationships within the industry with MCAO (Mechanical Contractors Association of Ontario), MCAC (Mechanical Contractors Association of Canada), HRAI (Heating, Refrigeration and Air Conditioning Workers of Ontario). David concluded his career as Managing Director of ORAC (Ontario Refrigeration and Air Conditioning Contractors Association). He will be sadly missed by all.

WHERE'S DINO?

Find Dino and win a prize! Send us an email at info@hvaccareer.ca letting us know what pages ORAC President Dino Russo appears on in this issue of *Cool News* and you will enter to win a fantastic prize!!!

INDUSTRY NUMBERS TO KNOW

IHSA	Carlos Figueira	905-212-7924
TSSA	Caslavi Dinic	416-734-3452
JTAC	Shane McCarthy	905-790-9662
ORAC	Mike Verge	905-670-0010

46TH ANNUAL ORAC AGM

The 46th Annual ORAC AGM was held in April in Phoenix, Arizona at the prestigious Arizona Biltmore and was a scorching success for all. The venue was as outstanding as described, having hosted world-



renowned architects, presidents and celebrities in opulent luxury for nearly a century. From its inception in 1929, there was never a doubt that the Arizona Biltmore would be the epitome of style and elegance for all those who attended - and it was! In 1940, the Catalina pool and the Cowboy Bunkhouse areas were the favorite playgrounds of Hollywood celebrities. Marilyn Monroe was seen around the pool area and Martha Raye was photographed playing chess on a large chessboard around the Cowboy house.

The 46th ORAC Annual General Meeting was held on Saturday, April 27, 2013. Many thanks goes to Doug Saunders who filled in as interim Managing Director since February and to Jack McAughey, who retired from the Board this year - we want to thank him for his many, many years of excellent service on the ORAC Board of Directors.

The following are the Board of Directors for 2013–2014;

- *President, Dino Russo
- *Vice-President, David Sinclair
- *Treasurer, Gregg Little
- *Immediate Past President, Grant Sheahan

Directors

Newly appointed director Jim McAughey joins existing directors;

- Ron Abernethy
 - Bob Burton
 - Raymond Carmichael
 - David Irwin
 - Tony Mammoliti
 - David Steel
 - Phil Taggart
 - Kevin Whitten
 - Ex-Officio MCAT, Scott Munro
- *Denotes Executive Committee
Congratulations to all.

Apprentice Intake Committee Co-chair, Jim McAughey and Program & Communications Manager, Tracey Shepherd provided delegates with the first year over year progress report on the achievements realized to date with the revised apprentice intake procedures. It was a great year seeing over 1700 applicants attempting to apply and bringing in more than 75 new candidates from across Ontario. See the Apprentice Intake Committee update article in this issue for a full year over year report on the progress.

All delegates are invited to meet again next year at that time to celebrate the 47th anniversary of the association in the Niagara Region.

ORAC BOARD HIRES NEW MANAGING DIRECTOR

The Board of Directors of ORAC is very pleased to announce the hiring of Mike Verge as the new Managing Director. Mike is an accomplished senior executive with extensive P&L and leadership experience from division management to CEO.



He has an electrical engineering degree, an MBA, and extensive international sales and operations experience. Mike joins ORAC with a wealth of knowledge in the corporate and HVAC sector and has worked at Marks Supply, Acklands Grainger and Honeywell, among others. Please give Mike a call at the ORAC offices and introduce yourselves!

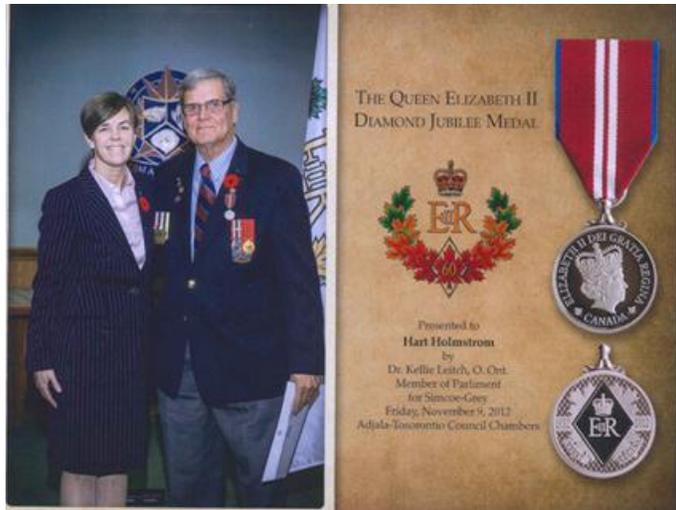


**STAN PARZYGNAT AND HART HOLMSTOM
RECOGNIZED**



Congratulations to both Hart Holmstrom and Stan Parzygnat who were recently awarded with Queen Elizabeth II Diamond Jubilee Medals for their outstanding community contributions!

Stan Parzygnat (left) and Hart Holmstrom (bottom left).



**ONTARIO COLLEGE OF TRADES
ANNOUNCES PANEL DECISIONS ON NEW
APPRENTICESHIP RATIOS – Q&A**

On June 10, 2013, following a call for written submissions and public oral consultations on behalf of the Ontario College of Trades (OCOT), independent review panels released decisions on the new journeyperson to apprentice ratios for refrigeration and air conditioning systems mechanics and residential air conditioning systems mechanics. Submissions were made by the UA Local 787 | Joint Training and Apprenticeship Committee, the Ontario Construction Employers Coalition (OCEC), the Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI), the Ontario Home Builders Association (OHBA) and, the

Ontario Pipe Trades Council (OPTC). The following Q&A was provided by OCOT;

Q: *What is the change to the journeyperson to apprentice ratios refrigeration and air conditioning systems mechanic and residential air conditioning systems mechanic?*

The review panel has recommended a change from the current 1:1, 2:1, 3:1 (above seven journeypersons) ratio, to a 1:1, 2:1 ratio for refrigeration and air conditioning systems mechanic and the residential air conditioning systems mechanic. This means that one journeyperson is required for the first apprentice, and an additional two journeypersons are needed for each apprentice thereafter.

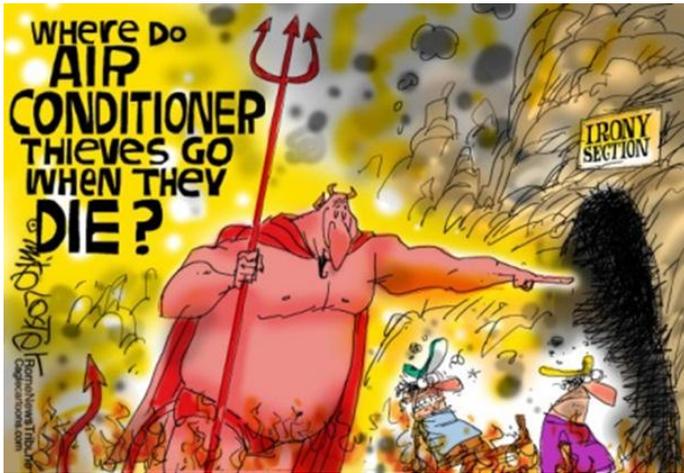
Q: *What is the process by which the ratio changes comes into place?*

Once the review panels release their reports (determining a new ratio for a trade), the Ontario College of Trades Board of Governors is required to implement the new ratio by passing a regulation to that effect. All of the College's regulations must be approved by Cabinet and once approved, are posted to Ontario's e-Laws website (www.e-laws.gov.on.ca).

Upcoming changes are reflected in the following table:

Number of journeypersons	Number of apprentices
1	1
2	1
3	2
4	2
5	3
6	3
7	4
8	4
9	5
10	5
11	6
12	6

The College expects that changes to apprentice ratios will come into effect in 2014. The College will also inform apprentices and employers about the changes before the changes take effect. The decision can be found at: www.collegeoftrades.ca/wp-content/uploads/RR15-Refrigeration-Decision-Report-SIGNED.pdf.



2012 | 2013 AGM APPRENTICE INTAKE REPORT

The Apprentice Intake Committee is well into the second year of the new process for the first year Apprenticeship Intake program. They accepted the first group of candidates in February, two months ahead of last year and since then have accepted 76 candidates. The word has really gotten out that only the best need apply as close to 95% of those accepted to the program have HVAC college diplomas and/or a gas fitters licence.

Program Statistics	2012	2013
Attempted to apply	700	1700
Qualified applications completed	189	307
Accepted	80	76
Hired	62	37 as of June 18
Contractors accessing list of approved candidates	65	108

The process is running smoothly, is financially on target and has high quality candidates from every region in Ontario. The new process also weeds out all those who may not be the right fit for an apprenticeship and provides choices and solutions for various avoidable hiring dilemmas. To further grow the diversity of the program, we have also developed relationships with several women in trades associations and the Helmets to Hardhats program which promotes the trades to those who have completed military service.

In March of this year, the JTAC (which includes Jim McAughey, Dino Russo, Ron Matwee and Tony Mammoliti from ORAC) met and redefined the mandatory minimum educational requirements to apply to the program.

Last year's requirements included Grade 11 or 12 Physics or Grade 12 Chemistry and the change for next

year includes Grade 11 or 12 Physics OR Chemistry, so we now accept Grade 11 as well as Grade 12 Chemistry. This modification was made to reflect the current Ontario Ministry of Education curriculum

CONGRATULATIONS TO OUR LONG-TIME MEMBERS!



(L-R) Chris Burns of Tri-Air Systems (30 years), Tony Mammoliti of Ambient Mechanical Ltd. (30 years) and Norm Lamoureux of Nortek Mechanical Services (10 years). Presenting the Award is Dino Russo, President, Board of Directors.

HIRING RIGHT WORKSHOP – OCTOBER 8 OR 24

IN TODAY'S ECONOMY, THIS ORAC WORKSHOP IS A MUST FOR HIRING MANAGERS AND STAFF!

Industry insiders estimate the cost of poor hiring decisions to be between 30% and 250% of the candidate's annual salary. Finding the right people and keeping them is a challenging management task. Research indicates that we only get it right about half of the time.

See for yourself - watch the workshop webinar on September 12 or October 3, 2013 at 11am. Email tracey@hvacrcareer.ca for login info.

This workshop has been designed in consultation with ORAC members by Jim Baston and Janet Christensen.

HIRING RIGHT – APPROACHES AND TOOLS TO IMPROVE HIRING DECISIONS

Workshop fee, dates and location

October 8, 2013 OR October 24, 2013
8:00am – 4:30pm

JTAC (room 103), 419 Deerhurst Dr., Brampton
(\$249+HST)