



Minutes

Sheet Metal Worker Trade Board Meeting

February 18, 2016 at 9:00 a.m.
Ontario Sheet Metal Workers' & Roofers' Conference
1312 Hurontario Street
Mississauga, Ontario, L5G 3H3

Trade Board Members in Attendance

Henry Vertolli, Chair	Denis Proulx*
Bradley Martin, Vice-Chair	Andrew Scanlon
Timothy Fenton	
Derek MacLachlan	

Trade Board Members not in Attendance

Michail Laskis

Resource Persons/Guests in Attendance

None

Staff in Attendance

Joseph Pyringer, Program Coordinatorⁱ

*Attended by conference call

1. Call to Order/Welcome

The Chair called the meeting to order 9:07 a.m. and welcomed those in attendance.

2. Approval of Agenda

ON A MOTION MADE BY A. Scanlon, SECONDED BY D. Proulx AND CARRIED, the agenda was approved.

3. Conflict of Interest

No conflicts of interest were declared.

4. Previous Minutes

ON A MOTION MADE BY T. Fenton, SECONDED BY A. Scanlon AND CARRIED, the draft minutes of the Trade Board's November 12, 2015 meeting were approved as amended.

5. Trade Board Resolutions & Issues Update

- 5.1** Staff reviewed the past issues with the Trade Board and a discussion took place after which the Trade Board requested the number of Employers/Sponsors in Sheet Metal Worker 308A and Residential (Low Rise) Sheet Metal Installer 308R, and if possible, how many Apprentices each one has registered. They also would like to know how many Employer members the College has in both of these trades and if information about Employer members is made public.
- 5.2** The Trade Board would like to know if an Apprentice has his/her Registered Training Agreement (RTA) suspended, and then after 30 days has their RTA cancelled, can a process be developed to reinstate the previous RTA if both the Apprentice and the Employer/Sponsor agree to reinstate it? The Trade Board would like to see the same RTA number associated with this reinstatement.
- 5.3** The Trade Board stated that exam challengers applying through the Trades Equivalency Assessment (TEA) process for Residential (Low Rise) Sheet Metal Installer (308R) are being allowed to challenge the exam with only having their on-the-job hours, but no in-school training. This was apparently allowed previously but was only supposed to be for a one-year period; it has been about three years now and is still taking place. Staff will check if the College is aware of this previous arrangement.
- 5.4** The College has issued a Quebec-licensed Sheet Metal Worker (308A) an Ontario College of Trades Membership Card without having written the exam. It is the Trade Board's understanding that the Quebec licence includes only limited shop training. A discussion took place and staff reviewed the validation and weighting for both the 2010 and the 2015 National Occupational Analysis. Under the Agreement on Internal Trade – Quebec, the College only needs to allow the worker to work in Ontario. The 2015 National Occupational Analysis states that Quebec indicates "Not Validated" for "fabrication" and may take little training in this area. As such, the Trade Board requests that they should not be issued an Ontario College of Trades membership card unless they take additional training in fabrication and pass the Certificate of Qualification exam.
- 5.5** A discussion took place regarding the Apprentice and Employer/Sponsor tax credits and staff reviewed the Financial Resource List with the Trade Board.

6. College of Trades Update

6.1 Draft Construction Divisional Board Minutes – December 7, 2015

Trade Board has concerns that the Divisional Board will have oversight and approval of the Training Standards and Curriculum Standards for the Sheet Metal trades. The Trade Board requested that staff monitors updates on any responses from the Construction Divisional Board on the new Training Standards and Curriculum Standards.

6.2 College Statement on Release of Dean Report

Staff reviewed the official College statement on the release of the Dean Report and a discussion took place, but the Trade Board reserved comment for section 8.1 below.

6.3 Communications and Marketing

Staff reported on the Communications and Marketing department which included the Tune In, Trade Up campaign capturing the spirit of partnership between the music industry and skilled tradespeople. The College behind-the-scenes videos received more than 60,000 views on

YouTube. Twitter engagement was sparked, largely due to retweets from musicians like Jason McCoy, who reached 4,774 impressions in just one tweet. Overall, the campaign's Twitter promotion of the video reached about 44,000 impressions in three months. In addition, the College's Tune In, Trade Up campaign webpage on earnwhileyoulearn.ca received about 1,000 visits a week.

Contests

The College partnered with Universal Music Canada (sponsored two tickets and a meet-and-greet with Canadian band Hedley) and Stanley Black & Decker (sponsored 10 ultimate starter tool kits worth \$1,200 each) to offer contests that helped drive even more traffic to the College's campaign. In total, the College received over 1,200 contest entries.

Trades Today Magazine

The winter issue of Trades Today, featuring Joffrey Lupul of the Toronto Maple Leafs and a behind-the-scenes look at the Air Canada Centre through the eyes of hardworking tradespeople, was the College's most viewed issue ever — receiving close to 4,300 click throughs. This year alone, the College has gained nearly 50,000 new online subscribers.

Increasing Public Awareness

The College continues to garner attention with its College-written stories in mainstream media outlets. The College's Director of Communications and Marketing, Sherri Haigh, was interviewed about the Tune In, Trade Up campaign on CBC Windsor Morning and Registrar and CEO, David Tsubouchi, was quoted in Canada Bound Immigrant about the increased demand for skilled tradespeople. The College was also quoted on the release of the Dean Report in 28 trade publications. In total there were 122 media engagements in Q4 reaching over 8,857,832 people — an increase of 15 per cent over Q3 (7,636,841).

Website

Visits to collegeoftrades.ca increased nine per cent in Q4 2015 over Q4 2014. In total, our website was visited almost 660,000 times in 2015. The Public Register remains the most popular feature on the website with over 270,000 searches in 2015.

Outreach

The College's outreach efforts continue with a strong focus on connecting with youth and underrepresented groups. In Q4, the College participated in 71 stakeholder engagement opportunities, 40 more than Q3, with 225 events and presentations in 2015. In terms of correspondence, 195 emails were received via www.earnwhileyoulearn.ca and responded to in Q4 — up from 177 in Q3, a 10% increase. 623 emails were received and responded to in 2015.

6.4 Compliance and Enforcement

Staff reported on Compliance and Enforcement statistics for 2015 and from May 2013 to December 2015.

6.5 Membership

Staff reported that new stickers and new wall certificates are in production and will be issued over the course of 2016 according to individual members' renewal dates.

6.6 Updated Travel Policy

Staff reviewed the updated Travel Policy with the Trade Board.

7. Program Update

7.1 Trade Statistics as of February 1, 2016

The Trade Board was briefed by staff on member and exam trade statistics up to February 1, 2016 for both the Sheet Metal Worker (308A) and the Residential (Low Rise) Sheet Metal Installer (308R) trades. The Trade Board commented that challengers should not be able to write the exam more than two or three times without upgrading first. The Trade Board noted that one challenger wrote 20 times. The Trade Board has also received complaints from Apprentices who needed to pay their reinstatement fees because they did not receive notices from the College. Staff suggested that Apprentices should be instructed to update their address, phone number and email with the Ministry of Training, Colleges and Universities (MTCU) and the College when they move to ensure they receive the correspondence.

	Active Apprentices	Active Journeyperson Candidates	Active Journeyperson
308A	1451	52	6151
308R	86	0	662

7.2 New SMW Training Standard

Staff reported that the updated Training Standard was presented to the Construction Divisional Board at its December 7, 2015 meeting. The Divisional Board’s direction at that time was for the updated Standard to be sent to all Construction Sector Trade Boards for comment. As this is a new direction for Standards validation at the College, the College is working with the Program Coordinators, the Divisional Board and other College staff on best practices to facilitate this feedback and give due consideration to previous recommendations made by the Sheet Metal Worker (SMW) Trade Board.

7.3 SMW Curriculum Standard

Staff reported that the College is waiting for MTCU to provide the College with the criteria needed to consider a business case for the extra funding request of a forth level of in-school training. This is the first trade to undergo this process with the College. Currently, the Sheet Metal Worker trade is being proposed to go through Phase 3 of the Red Seal Harmonization Project with a suggested implementation date of September 2018 (which means that development work would likely start in late-2016/early-2017). A final decision regarding the selection of Phase 3 trades is expected in early March 2016. Given that most other jurisdictions/provinces have a four-level in-class training model for Sheet Metal Worker, it may be beneficial to put a hold on this Curriculum Standard so that Ontario can participate in the Red Seal Harmonization Project to ensure that Ontario’s program is aligned nationally. This is especially critical in that Ontario is the host province for the Red Seal trade.

7.4 SMW Jurisdictional Editing Workshop

Staff provided an update on this process and will analyze new exams to correct any issues.

8. Industry Update

8.1 Dean Report Response

The Trade Board has read the Dean Report and believes that the government should pause to consult Ontarians about the recommendations before doing irrevocable harm to the skilled trades profession and put Ontarians at risk.

8.2 Underground Economy Review

Staff provided the information from the Ministry of Finance regarding “Ontario Seeking Input to Address Underground Economy - Province Working with Construction Sector to Strengthen Worker and Consumer Protections.” The Trade Board supports the Ministry of Finance’s efforts to gather information and pursue the underground economy. The Trade Board also invites the Ministry of Finance to contact the Trade Board if it can help by providing information.

8.3 Concrete (Cement) Finisher Red Seal Approval

The Trade Board recommended that the Concrete (Cement) Finisher Trade Board be permitted to move forward with its Concrete Finisher Red Seal application.

9. Other Business

H. Vertolli and D. Proulx expressed their appreciation in being re-appointed to the Sheet Metal Worker Trade Board.

10. Next Scheduled Meeting

The Chair confirmed that the next meeting of the Trade Board has been scheduled for June 23, 2016 at 9:00 a.m. at a location to be determined.

11. In Camera

The Trade Board held an in camera session.

12. Adjournment

The meeting adjourned at 3:00 p.m.

“Henry Vertolli”

Henry Vertolli, Chair

June 23, 2016

Date

i Recording Officer