



COOL NEWS

Summer Edition

2019 AGM IN NASHVILLE

ORAC's 52nd Annual General Meeting took place in the Country music and bachelorette party capital of the world, Nashville, Tennessee, at the [OMNI Hotel](#). This year's AGM was held from Thursday, April 25 to Sunday, April 28, 2019. It was filled with lots of activities and you guessed it, lots of Country music.

Attendees arriving on the first day of the AGM were met with crowds in the thousands in town for the NFL draft and St. Jude's Rock 'n' Roll Marathon. Attendees then arrived at the OMNI for a Welcome Lunch before being let loose on the streets of Nashville.

ORAC's Country themed reception in the evening was sponsored by ORAC's Associate Members, including AGM Gold Sponsor [Yorkland Controls](#). The reception was followed by dinner and capped off with a wonderful performance by singer/songwriters, Leslie Satcher and Tony Arata. The pair have written for mega stars like Reba McEntire, Willie Nelson, Bonnie Raitt, Cheryl Crow, Emmylou Harris, and Randy Travis to name a few.

Members enjoyed tours including the [Mayekawa](#) sponsored factory tour, The Grand Ole Opry, the Old Town Trolley with a visit to The Ryman Auditorium, and the Belle Meade Plantation.

ORAC's Annual General Meeting went on as scheduled on the Saturday, as members voted for the 2019-2021 Board of Directors.

But what event would be complete without a scavenger hunt? Attendees used the ORAC Events App, which kept members plugged into all activities, on their mobile phones to compete in a photo challenge. Competitors vied for a very economical and, we dare say, a very prestigious award.

The President's Gala reception and dinner was filled with celebrity guests, Dolly Parton and Elvis Presley...ok they were obviously impersonators.

While Dolly and Elvis mingled with the crowd and showed off their singing skills, the real fun came at dinner with outgoing ORAC President, Ron Abernethy, and newly minted ORAC president, Tony Mamoliti, showing off their line dancing skills.

Finally, our MC, Dino Russo presented Scavenger Hunt winner, Jennifer Pereira with top honours.

With the end of this year's AGM, we look forward to next year's gathering at the Prince of Wales Hotel in Niagara-on-the-Lake taking place April 30 to May 3, 2020. Mark your calendars and see you then!

Thank you to our AGM Sponsors!

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2019 AGM NASHVILLE

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Welcome ORAC Members



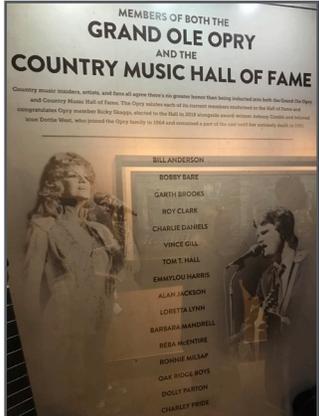
To ORAC COUNTRY!



2019 ORAC AGM PHOTOS CONTINUED.
COURTESY OF THE ORAC TEAM!



**2019 ORAC AGM PHOTOS CONTINUED.
COURTESY OF THE ORAC TEAM!**



A Case Study: Bryan's Fuels

At Intrigue, we help entrepreneurs take the stress out of their marketing, so they can grow their business worry-free.

Since 2015, we have worked with Bryan's Fuels and invite you to learn more about their story. The Bryan family has been serving customers across Ontario since the 1930s and the current owner, Roy Bryan, is the 3rd generation of the family to run the business.

They are a local provider of home heating and home comfort products in the Dufferin County and Peel Region.

Roy, and the Bryan family, have been working with Intrigue since 2015 and have experienced consistent, year-over-year growth in their online leads.



In 2018, they received over 1000 high quality leads at a cost per lead of approximately \$50. Their expertise as fuel providers was showcased through an integrated digital marketing campaign.

You may have seen some of their marketing in your travels. The results in 2018, included a 43% increase in phone calls, 57% increase in inquiries through their website, 3500 visitors to their blogs and 1500 visitors to their website via their newsletter.

All ORAC members are invited to read the details about this at www.intrigueme.ca and we would be happy to talk with you about taking the stress out of your marketing.

Carly, Fred and Stefan of the Intrigue Team

With thanks,
Carly

WELCOME TO ORAC INTRIGUE MEDIA



Preparing to sell your business

AIM Group is a Mergers and Acquisitions (M&A) Advisory firm. We sell privately owned companies in numerous industries and have sold several contracting companies including some in the HVAC industry.

Our clients have numerous reasons for selling their business but most often it is for retirement purposes.

One thing we have found in almost all industries is that many owners underestimate the amount of time and work that is involved in preparing for the sale as well as the amount of work involved in the sale process itself.



This is not the sort of transaction that should be agreed casually with someone you know in the industry.

It is your life's work and perhaps a few generations of work so it should be dealt with professionally.



If you own a business with revenue of \$5 million or more and would like to learn more about how to prepare your business for sale and the process of selling a business, please visit our website at www.aimgc.ca.

We would also be pleased to meet with you to discuss your company in more detail.

You are welcome to contact our President, Mark Groulx by email at mark@aimgc.ca or by phone at 416-364-8464.



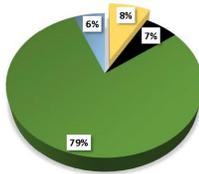
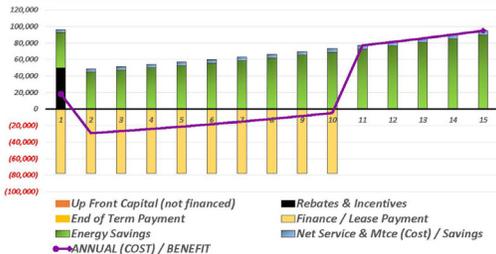
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MAKING NEW EQUIPMENT AFFORDABLE FOR YOUR CLIENTS

Commercial building owners don't always have the capital budget available to tackle much needed equipment replacement projects. A Commercial Operating Lease may be a better alternative to using up capital to upgrade their current equipment. Our program offers convenient monthly payments available on the Enbridge gas bill or pre-authorized payments. The program is flexible, providing multiple terms to choose from, optional maintenance plans, and potential tax benefits for the business.

SHOW YOUR CLIENTS THE RETURN ON THEIR INVESTMENT OVER THE TERM



Value Added Financing

- It's about price until you make it about something else. Leave an impression and stand out from your competition
- Offer your clients a company branded payment solution
- Access specialized documents and tools including: credit applications that provide payment estimates, cost benefit analysis tool, and an on-Line credit application that can be linked to your website

Benefits to the Customer:

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* Vista Credit is not owned by or affiliated with Enbridge Inc. or Enbridge Gas Distribution.

INTAKE 1 BEGINS IN DECEMBER! SUMMER INTAKE COMPLETED & UPDATED APPRENTICE LIST NOW AVAILABLE!

Intake 1 will open December 1st, 2019 and run through to February 28th, 2020. During that time we accept applications online at www.apprenticehvacr.ca.

Highly qualified first-year apprentices are currently available for hire on the www.orac.ca website. Simply log into your ORAC account and hit the "Hire an Apprentice" tab to access the list.

If you do not have your login information, feel free to contact Marshalette at 905-670-0010 or email marshalette@apprenticehvacr.ca anytime.



Women's Day is ORAC's networking and professional development event for the women of HVACR. Come celebrate it's milestone 5th year anniversary!

Highlights include:

Lunch - Speakers - Entertainment

Venue:

The Manor
 by PeterandPauls.com
 16750 Weston Road
 King, ON L7B 0C7



ORAC's annual Fall Forum is a day of seminars, entertainment and horse racing at the home of the Queen's Plate!

Registrations and sponsorship opportunities will go out in the Fall!



Fleet Management



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Manage driver behavior



Reduce fuel costs



Increase fleet productivity

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ONTARIO COLLEGE OF TRADES
ORDRE DES MÉTIERS DE L'ONTARIO

Ontario government passes the Modernizing the Skilled Trades and Apprenticeship Act, 2019 and College resumes accepting membership payments at new reduced rate.

Ontario government passes the Modernizing the Skilled Trades and Apprenticeship Act, 2019

The Government of Ontario has passed the Modernizing the Skilled Trades and Apprenticeship Act, 2019 (Act) which establishes a new governance model for the skilled trades and apprenticeship system. The new system will be a Ministry-led delivery model with industry input in training programs and regulation. You can find the Act as Schedule 40 of Bill 100 here. You can find more information on the Ministry's announcement here.

During the transition to the new Ministry-led delivery model and the wind-down of the Ontario College of Trades (College) in fall of 2019, the Ministry of Training, Colleges and Universities (Ministry) and the College continue to deliver key services. Among other duties, the Ministry continues to register training agreements with apprentices, assess employer eligibility to take on apprentices, 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) and supporting labour mobility through credential verification.

College resumes accepting membership payments at new reduced rate

On April 12, 2019, the College made changes to annual membership fees upon request of the Minister of Training, Colleges and Universities – please see here for the new fee structure. In order to make the necessary technical changes to reflect the new fee structure, the College placed a temporary pause on sending out renewal invoices and accepting membership fee payments. Members remained responsible for their membership fees during this temporary pause. The technical changes have now been made and the College has resumed sending renewal invoices and accepting membership fees at the new rates. Membership fees paid prior to April 12, 2019 will be credited towards either College membership fees or any future fee model, as appropriate. To assist members in making payments during this time, we have extended payment due dates to September 1, 2019. Payments that were due during the pause may be made by September 1, 2019 without impacting active membership status.

As published on the College's website at www.collegeoftrades.ca.



Apprentice Intake Program applications accepted December 1st to February 28th and May 1st to June 30th annually at www.apprenticehvacr.ca

Safety First

Lifting Gear Hire (LGH)

Is the largest single organization in North America exclusively focused on the provision of the safest hoisting and rigging equipment available for rental.

Comprehensive Inventory

LGH dedicates itself to improving everyday to better provide its customers the most comprehensive inventory of the most elite hoisting, rigging, jacking, material handling and safety equipment from the top manufacturers. LGH continuously evaluates our inventory to ensure each rental centre can meet market demands and rotates new gear into service to guarantee that their offerings come equipped with the most recent options available.

Committed to Safety

With the belief that safety is the most important aspect of equipment on a job, LGH implemented a specialized range of testing and maintenance processes that not only meets ASME, ANSI and OSHA standards, but far exceeds the guidelines in place, setting them above others in the industry.

To achieve the ability to test equipment in working conditions that mirror real-life situations as closely as possible, LGH added 300,000-pound dynamic horizontal and 125,000-pound heavy-duty load cell vertical proof-testing stations in each of their rental centres.

This allows customers to obtain safety certifications for their rented equipment directly from LGH on every piece of equipment.

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All LGH staff members undergo extensive training through 6 levels, amounting to a minimum of 90 hours, which is a level unsurpassed in the field. This training creates a uniquely knowledgeable staff of repair technicians and rental representatives capable of partnering with you and your crew from the bidding phases of a job all the way through completion with the ability to assist in selection, usage and on-site troubleshooting, ensuring your project runs smoothly.

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- Reduce the headaches involved in advertising, screening and scheduling interviews



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What your accountant, lawyer and financial advisor may not tell you.



Your tax returns are done and the documents and digital files have all been put away. Summer is here and you don't want to think about your finances or taxes.

But just to keep you a little sleepless and anxious, here is a short list of some financial and tax planning ideas your financial advisor and accountant and lawyer may not have discussed with you.

These could help you earn and keep more of your money.

1. Dividends may negatively impact your Old Age Security payments.
2. If you are over 65 and have no pension income, the interest earned on GIC's issued by life insurance companies could provide you with income eligible for the pension income tax credit. And if there is a designated beneficiary the funds would bypass probate in the event of death.
3. Segregated investment funds (a mutual fund type investment issued by insurance companies) provide many estate planning opportunities including bypassing probate, designating different amounts, and different forms of payouts to your beneficiaries.

In addition the values of the investment and the incomes derived can be guaranteed.

4. If you are a business owner, consider an Individual Pension Plan. Contributions to these plans could exceed the maximums you are allowed for your Registered Retirement Savings Plans, create a "super deduction" for your corporate income tax purposes, and provide greater retirement income.
5. Withdrawing more than the government legislated minimums from your Registered Retirement Income Fund may significantly reduce the taxes on death.
6. Depending on your income, you may be eligible for the Old Age Security Guaranteed Income Supplement. Check out www.canada.ca

Perhaps you need an objective look at your situation. Let me know.

For more information contact Stan Swartz, CPA, CMA, CFP, CMC of Sloan Partners LLP via email at stan@sloangroup.ca or call 416-665-7735.



If you're an employer looking to hire or train apprentices you may be able to take advantage of funding, programs and federal tax incentives.

The government's goal is to develop a modernized apprenticeship system which focuses on increasing completion rates, the participation of traditionally under-represented groups and creating clearer, better pathways for apprentices. The following is a short list of apprenticeship hiring and training incentives...

- Formerly known as the Apprenticeship Training Tax Credit (ATTC), GAGE (Graduated Apprenticeship Grant for Employers) is a graduated apprenticeship grant that can provide up to \$16,700 for training. You can receive an additional grant of up to \$2,500 if your apprentice is from an under-represented group, which means an employer can receive up to \$19,200 in grants through GAGE. Over 100 trades are eligible for this grant.
- The Apprenticeship Completion Employer Bonus (ACEB) provides a \$1,000 taxable cash grant for those trades not eligible for GAGE.
- With the Apprenticeship Job Creation Tax Credit (AJCTC) employers can claim a maximum \$2,000 per year for each eligible apprentice. The non-refundable tax credit is equal to 10% of eligible apprentice salaries and wages. Acceptable trades include those listed as Red Seal Trades. Unused credit may be carried back three years or carried forward 20 years.
- The Canada-Ontario Job Grant offers employers up to \$10,000 per person towards the cost of job training. Employers with 100 employees or more pay half of the training costs. Employers with less than 100 employees pay 1/6 of the training costs.

For more information regarding government hiring and training incentives go to www.ontario.ca.

ORAC ASSOCIATES COMMITTEE



Our Associates Committee continues to meet bi-annually to continually raise the profile and reputation of our industry through sponsorships, involvement in speaker recommendations, advertising ideas and continuous relationship building at our events.

Be sure to look out for them at one of our upcoming events.

Our next Associates Committee meeting will be held on Tuesday, September 10, 2019 at 11:00am at the ORAC office at 133 Milani Boulevard, Suite 104, Vaughan, Ontario L4H 4M4.

Provincial members, please visit our website for a list of our committed, loyal *Associate members*, along with a description of their products and services at www.orac.ca.

REFRIGERATION REFINED

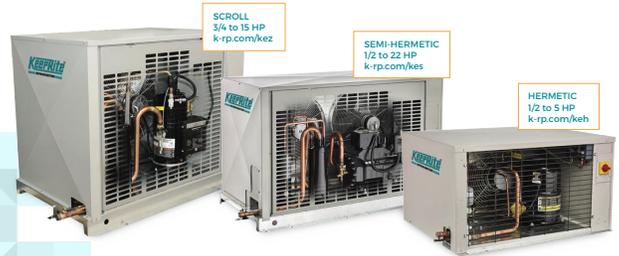
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2019-2021 ORAC BOARD OF DIRECTORS

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	Phil Taggart	Black & McDonald Ltd.
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Managing Director	Mike Verge	ORAC

ORAC MISSION STATEMENT

The purpose of the association is to represent and serve HVACR contractors in Ontario with programs and services that promote responsible solutions.

GOVERNMENT LIAISON

Legislators and government policy advisors often fail to properly consult key players within an industry to which the legislation could and may have adverse and damaging effects.

ORAC recognizes the importance of actively representing the HVACR industry in Ontario on matters of direct impact and participates with other industries in making representation on common concerns. It is important that legislators understand the capabilities of our industry in adjusting to sometimes unrealistic laws and standards, and at the same time, act on legislation that allows less responsible parties to operate and weaken the industry's position.

ORAC has formed a standing Technical Safety and Standards Committee (TSSC) to represent its members' interests with the TSSA and the Electrical Safety Authority (ESA).

Brazing

Need your HVAC Technicians to be TSSA Brazing Certified?

ORAC in partnership with the JTAC, offers full day brazing training and testing services to technicians who are employed by ORAC Member companies every month.



Email us at contact@orac.ca
or call 905-670-0010
for more information.

2020 ORAC AGM mark your calendars

53rd Annual General Meeting
Prince of Wales Hotel
Niagara-on-the-Lake, Ontario
April 30-May 3, 2020!



Ontario Refrigeration & Air Conditioning Contractors Association (ORAC)
133 Milani Boulevard, Unit 104
Vaughan, ON L4H 4M4
Phone: (905) 670-0010 Fax: (905) 670-0474
contact@orac.ca www.orac.ca