

# MCA Ontario

## 2024 ANNUAL REPORT



Front Cover:

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# Executive



**President and Chair**  
**F. Turano**  
Grist, Turano &  
Associates  
Toronto



**Vice-President**  
**J. Campbell**  
AECON Industrial  
Hamilton



**Treasurer**  
**Pat Cimek**  
E.S. Fox Ltd.  
Niagara Falls



**Past President**  
**J. Givens**  
Western Mechanical  
Barrie

# Board of Directors



**J. Jurcik**  
Venshore Mech. Ltd.  
Thunder Bay



**A. Carpenter**  
R.F. Mech. Contracting  
Sault Ste. Marie



**J. Zulich**  
TESC Contracting  
Sudbury



**D. Holec**  
Lekter Ind. Services  
Windsor



**C. Webb**  
Anderson Webb  
Sarnia



**J. Parker**  
Curney Mech. Ltd.  
London



**T. Walker**  
Roberts Onsite Inc.  
Kitchener



**P. Cimek**  
E.S. Fox Ltd.  
Niagara Falls



**D. Belluz**  
Bering Mechanical  
Mississauga



**D. Donovan**  
Donovan McNichols  
Kingston



**D. Dobbin**  
Adamson & Dobbin Ltd.  
Peterborough



**B. Patterson**  
ICA  
Dundas

# Office Staff



**J. Spitzig**  
Executive Vice  
President



**D. Knight**  
Operations  
Manager



**D. Boragina**  
Office  
Manager



**P. Bianco**  
Executive  
Assistant/  
Reception



# President's Report

When I assumed the role of President in April, I began by revisiting my predecessor's goals to gain a fresh perspective on the path that has led us to where we are today. I used these goals as a foundation for shaping my own priorities. Consistency is vital in an organization like ours, and upon reflection, I saw no reason to deviate from the established path. His three areas of focus—labour relations, membership engagement, and government relations—remain central to our strategy. I hope to use the progress made in these areas as a springboard to reach further milestones.

## Labour Relations

Labour relations came into sharp focus in late summer as we began setting dates for negotiations in the new year and planning events prior to the close of 2024. In September, our lawyer provided a presentation on the complexities of communications in bargaining. Building on this, we partnered with Queen's University in November to host a two-day training session on negotiation training. On invite, we were joined by nine members of the UA provincial leadership. The collaborative atmosphere was a key element of the program's success. I am optimistic that this training will pave the way for productive conversations during negotiations, fostering a spirit of cooperation to find solutions that benefit our industry.

## Membership Engagement

Engaging with our membership across the province is essential. Our diversity generates challenges that demand unique engagement depending on a myriad factors such as the geographical area, the relationship with UA partners and size of companies. We participated in three zone AGMs this year, each providing valuable insights and opportunities to strengthen connections. Internally, we partnered with an MBA cohort from the Schulich School of Business to conduct a strategic assessment of our association. Additionally, we engaged a consulting firm to facilitate two strategic sessions with our board. Both initiatives were designed to broaden our perspective and identify ways to deliver more value to our members.

## Government Relations

Government relations have been a significant focus in 2024. We maintained an excellent relationship with the former Minister of Labour, Immigration, Training, and Skills Development (MLITSD), Mr. McNaughton. His attendance at our AGM and conference was testament to his support for our association. Since then, we have established a productive working relationship with the current MLITSD, Mr. Piccini. For example, we were invited by him to attend Premier Ford's announcement on the distribution of the WSIB surplus and the reduction in average rates. Following this, Mr. Piccini hosted us at Queen's Park.

It is a privilege to serve as President of such a remarkable association. We continue to build on past success and strive for continuous improvement. I am optimistic about the upcoming negotiations, eager to deepen engagement with our Zones, and confident that our voice in government will continue to be heard. These are challenging yet exciting times and I am proud to lead MCAO in 2025.

# Executive Vice President's Report



Building on the momentum generated last year, 2024 can be aptly described as a year of progress. From significant advancements in nurturing relationships with external stakeholders to incremental steps toward fostering innovation, the year was defined by a range of initiatives aimed at amplifying the voice of our association within the industry and bringing greater value to our members. While there remains room for growth across all fronts, we should certainly be proud of what we have accomplished thus far.

President Harry Truman once observed, "Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better." Inline with this principle, we collaborated closely with key figures within our zones to engage leaders from provincial government agencies and industry associations. In some instances, these efforts yielded immediate benefits; in others, they opened doors to future opportunities.

In partnership with the UA, we leveraged the government's heightened focus on skilled trades to spotlight the critical work of our tradespeople and their invaluable contributions to the industry. The resulting brand awareness has not only differentiated us from other trades but also positioned our association for sustained growth well into the future.

Collaborations with leadership in various government entities were instrumental in addressing challenges posed by new procedures and policies affecting our

members. These efforts have prompted a review of certain regulations with anticipated changes expected to enhance efficiency and reduce costs.

Training programs also represented a key area of growth in 2024. Several new programs were introduced and many were delivered across multiple zones, minimizing travel costs and reducing time away for participants. These programs encompassed both technical training and mental health education, reflecting our commitment to the full spectrum of member development. Expanding our training offerings will remain a priority in the coming year.

Innovation, while more challenging than anticipated, remains a priority. Although we did not achieve all the desired outcomes, our determination to explore and implement value-added solutions for member companies remains. Internally, the board of directors will transition to paperless meetings - a small but meaningful step on the path toward broader innovation initiatives.

Henry Ford once remarked, "if everyone is moving forward together, then success takes care of itself." The achievements of 2024 were the result of a collective effort of skillful leaders. The ambition and professionalism of our board and leadership exemplify the drive for progress that defines our association. As we continue to seek opportunities for change, I'm confident that we will be rewarded with success in many areas.

Jeff Spitzig

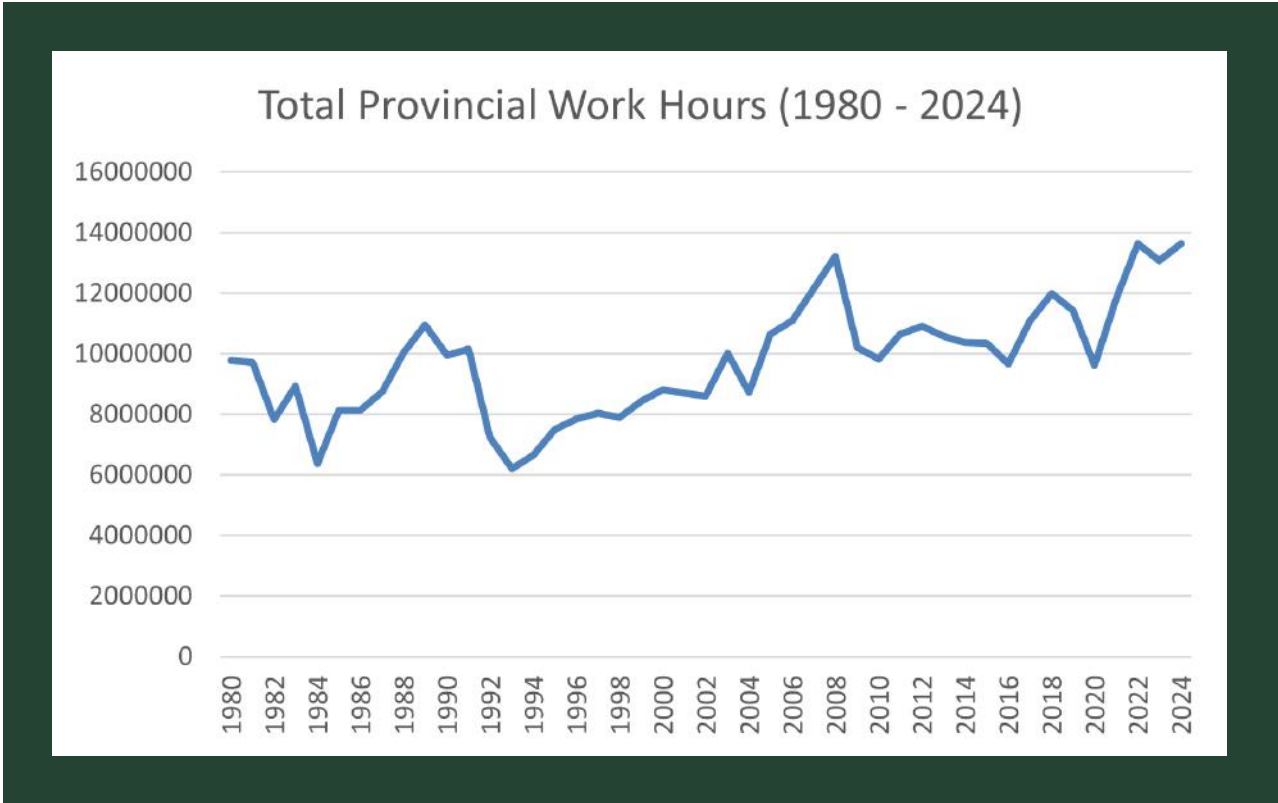
# Treasurer's Report



This year's financial report reflects our commitment to stewarding member contributions responsibly, being diligent in our spending and delivering strong returns on investments. Our only capital asset is the condo suite that we own that houses our office. Overall, we are quite healthy. The past year figures demonstrate this and our forecasted budget for next year ensures to the best of our ability and knowledge that this will not change.

Managing our financial resources has been relatively easy given the consistency in workforce hours. While some zones have dropped year over year, increases in others have been sufficient to make up the difference. The forecast for 2025 offers the same level of stability. Notwithstanding this, if revenue dropped, we could draw from our investments to sustain us in the short-term.

In late 2023, on recommendation from our financial advisor, the board of directors approved an amendment to our investment policy to increase the percentage of equities held within our portfolio to a maximum of 25% of our total holdings in three phases during the course of 2024. These changes proved quite profitable as the investments we selected realized an average rate of return of approximately 22%. Specific to our MCAO and MIAC accounts we saw an overall growth of close to 7% in each. Had we not made these changes, our return would have been a more nominal 4% in both. These are commendable results given the nature of our conservative portfolios. While it is not our intent to amass a large amount of money, we do want to maximize the return on our investments within an acceptable level of risk.



Knowing that if required we could draw from our investments, we were ambitious in the budget we set last year in dedicating funds to pursue important initiatives knowing it may result in a deficit. At the end of the year this proved not to be the case and the successes we were able to achieve reinforced this approach. In that vein, we have built a budget that projects 2025 expenses will slightly exceed revenue.

Our commitment to the good stewardship of member contributions has not changed. While we anticipate forecasted expenses in this upcoming year to exceed revenue, we have made these decisions deliberately to bring greater value to our membership both in the short and long-term. Our association is financially strong and we will not partake in any action that risk compromising this. We have a history of making sound financial decisions and I'm confident that moving forward we will not deviate from this path.

Pat Cimek

MCA Ontario and the Ontario Pipe Trades Council:  
bringing Ontario's vital infrastructure to life.





# Objectives

To provide leadership and assistance to members of the mechanical contracting industry

To encourage, support and promote the advancement of the mechanical contracting industry, primarily in the Province of Ontario

To promote and maintain improved methods of business

To represent the members and the non-members who authorize the Corporation to act on their behalf with professional bodies and related associations

To represent the members and non-members who authorize the Corporation to act on their behalf before legislative committees, boards of enquiry, commissions and other similar bodies

To represent the mechanical contracting industry of Ontario to the Government of Ontario

To foster and encourage with the Provincial Government such legislation as may be necessary for the best interest of the public and mechanical contracting industry

To represent all contractors whom the Association has the authority to represent in negotiations, general application and administration and the interpretation of collective agreements, and the arbitration of labour disputes

To become an accredited employer's organization under the Labour Relations Act

To raise money, and to grant rights and privileges to contractors.

# Zone Affiliates

## **Thunder Bay (Zone 1)**

President - J. Jurcik

## **Sault Ste. Marie (Zone 2)**

President - D. Pawliuk  
Manager - S. Booth

## **Sudbury (Zone 3)**

President - J. Zulich

## **Windsor (Zone 4)**

President - D. Holek  
Manager - J. Kennedy

## **Sarnia (Zone 5)**

President - C. Webb  
Executive Director - J. Pilat

## **London (Zone 6)**

President - J. Parker

## **Kitchener (Zone 7)**

President - T. Walker  
Manager - M. Vincent

## **Hamilton/Niagara (Zone 8&9)**

President - P. Cimek  
Manager - R. Lolua

## **Barrie (Zone 10)**

President - J. Givens

## **Toronto (Zone 11)**

President - J. Stewart  
Manager - F. Bertuzzi

## **Kingston (Zone 12)**

President - J. Senior  
Executive Director - J. Green

## **Oshawa/Peterborough/ Belleville (Zone 12W)**

President - D. Dobbin

## **Ottawa (Zone 13)**

Chair - D. Gravelle  
Manager - M. Gauthier



# Industry Representation

Canadian Construction Association — C. Webb

Construction Education Council (CEC) — D. Knight

Construction & Design Alliance of Ontario (CDAO ) — J. Spitzig

Construction Employers Coordinating Council of Ontario (CECCO) — P. Cimek, J. Spitzig

Construction Employers Coalition (CEC) on WSIB/Safety Policy — L. Liversidge, D. Knight

IHSA Management Representatives — E. Oliver, J. Zulich, G. Squeo, F. Bertuzzi, D. Knight, J. Green, D. Tavieria

MCA America Executives Council — J. Spitzig

MCA Canada/UA National Joint Labour/Management Committee — J. Campbell, J. Spitzig

National Unionized Contractors' Council — J. Campbell, J. Spitzig

NTCCC (Ontario) Committee — J. Spitzig

Ontario Construction Secretariat Liaison — J. Spitzig

Ontario Directors to MCA Canada — S. Robert, J. Givens, F. Turano, E. Niemi, A. Carpenter

Ontario Plumbing Inspectors Association (OPIA) Advisory Council — F. Turano, J. Spitzig,

Ontario Student Chapter Initiative Liaison — D. Knight

TSSA Boiler & Pressure Vessels Advisory Board — J. Webb, D. Knight

UA National Training Committee — C. Webb

# Past Presidents



J. Givens 2022 - 2024



S. Robert 2018 - 2022



C. Webb 2016 - 2018



D. Capotosto 2014 - 2016



D. Holek 2012 - 2014



D. Bennett 2010 - 2012



T. McCaskie 2007 - 2010



R. Hoare 2005 - 2007



D. Crawford 2003 - 2005



D. Pawliuk 2001 - 2003



S. Sayers 1998 - 2001



R. Marcotte 1996 - 1998



B. MacBride 1994 - 1996



T. Lachance 1992 - 1994



D. Stewart 1990 - 1992



R. Haller 1988 - 1990



J. Seidner 1986 - 1988



R. McLeod 1984 - 1986



R. Watkins 1981 - 1984



K. Schaaf 1980 - 1981



J. Brimmell 1979 - 1980



A. Voytek 1978 - 1979



R. Seguin 1977 - 1978



H. Emsig 1974 - 1977



R. Pugsley 1972 - 1974



H. Lang 1970 - 1972



G. McMinn 1969 - 1970



W. Mould 1969



W. Barber 1968 - 1969



F. Sayers 1966 - 1968

\*W. Mould served until his untimely passing in 1969.

G. McMinn served as the interim until H. Lang began in 1970.

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# Membership



1000 ISLAND  
MECHANICAL LTD.  
Gananoque



A. VILLENEUVE MECHANICAL  
LTD.  
Thunder Bay



AC MECHANICAL  
CONTRACTORS LTD.  
Oakville



ACAPULCO POOLS LIMITED  
Kitchener



ACTIVE MECHANICAL  
Toronto



ACUMEC PLUMBING &  
MECHANICAL PIPING  
Ottawa



ADAMSON & DOBBIN LTD.  
Peterborough

ADWELL  
INDUSTRIAL  
Hamilton



AECON INDUSTRIAL  
Cambridge, Hamilton, London,  
Niagara, Toronto



AIM INDUSTRIAL  
INC.  
Cambridge



AINSWORTH INC.  
Toronto



ALBERICI CONSTRUCTORS  
LTD.  
Hamilton

ALGOMA PIPE  
FABRICATION  
Sault Ste. Marie



ALLEN PLUMBING &  
HEATING  
Kingston

ALLIANCE ENGINEERING  
& CONSTRUCTION  
Ottawa



ALLTRADE INDUSTRIAL  
CONTRACTORS  
Cambridge

ALSTOM  
Thunder Bay



ANALYSTS OF  
PNEUMATIC SYSTEMS  
LTD.  
Stouffville



ANDERSON WEBB  
LIMITED  
London, Sarnia

ANDREWS MECHANICAL CONTRACTING  
LTD.  
Minesing

ANJ INDUSTRIAL FABRICATING  
LTD.  
Corunna



ANMAR MECH. & ELEC.  
CONTRS. LTD.  
Lively

A-PLUS WELDING SERVICES LTD.  
Orleans



ARGO INDUSTRIAL  
SERVICES (SAULT) LTD.  
Sault Ste. Marie

AXEL PLG.  
Ottawa



AXIOM INDUSTRIAL  
SOLUTIONS INC.  
Cambridge

B. PHILLIPS CP. (1987)  
LTD.  
Gormley



BARAGAR MECH. INST.  
LTD.  
Mississauga



BATTAGLIA  
MECHANICAL SERVICES  
Markham

BE MECHANICAL  
Ottawa



BEEBE MECHANICAL  
SYSTEMS LTD.  
Thunder Bay



BENNETT MECH. INST. LTD.  
Hamilton, Millgrove



BERING MECHANICAL LTD.  
Mississauga



BESTERD MECHANICAL  
London



BIRD MECHANICAL  
LTD.  
Hamilton, Newmarket



BLACK & McDONALD LTD.  
Ottawa, Scarborough, Stoney  
Creek



BLACK CREEK MECHANICAL  
INC.  
Toronto



BML MULTITRADES  
GROUP LTD.  
Brantford

BOMBEN PLG. & HTG. LTD.  
Mississauga



BONMECH INC.  
Collingwood



BOULDER  
MECHANICAL CONTRACTORS INC.  
Peterborough



BRADY & SEIDNER ASSOC.  
Downsview

BRAMKAL CONTRACTORS INC.  
Burlington

BRO-MACK MECHANICAL  
Elmvale

Brough Sheet Metal Ltd.  
Kingston



BSG MECHANICAL SERVICES  
INC.  
Oakville

BURKEBRO INC.  
Niagara Falls

Burley & Griffin Industrial Inc.  
Kitchener

C & C ENTERPRISES ELEC. CONSTRUCTION  
LTD.  
Sarnia



CANADIAN STRUCTURAL  
AND MECHANICAL LTD.  
Sarnia



CANAL MARINE &  
INDUSTRIAL  
St. Catharines



CANEM SYSTEMS  
Cambridge,  
Mississauga

CARBER  
Wallaceburg



CARMICHAEL  
ENGINEERING LTD.  
Mississauga, Peterborough



CAST CONSTRUCTION INC.  
Sudbury



CASTLE PLG. & HTG.  
INC.  
St. Catharines



CATANZARO MECHANICAL  
LTD.  
Woodbridge



CCM CONTRACTING  
Lively

CG PLG. & HTG. LTD.  
Vanier

CHEMFAB INDUSTRIAL  
MECHANICAL SERVICES a division of  
CIMS Limited Partnership  
Corunna, Hamilton

CIMS LIMITED  
PARTNERSHIP  
Corunna



CJ'S EXPRESS PLUMBING  
& ELECTRICAL LTD.  
Cambridge



CLASS 1 INC.  
Cambridge

CLIMA MECH. CONTRS. LTD.  
Woodbridge

CLIMATE WORKS HEATING, COOLING  
& PLUMBING  
Ottawa



CLOW DARLING LTD.  
Thunder Bay



CMS COMMERCIAL  
MECHANICAL SRV. LTD.  
Scarborough

COLLINGWOOD PLUMBING &  
HEATING  
Belleville



COMPLETE MECHANICAL  
CONTRACTORS  
Bolton



CONCORD PLUMBING &  
HEATING LTD.  
Woodbridge



CONESTOGO MECHANICAL  
INC.  
Kitchener



CONSTRUCTION PROMEC  
INC.  
Rouyn-Noranda

CONSULT MECHANICAL  
Concord

CONWAY'S MECHANICAL CONTRACTING  
INC.  
Niagara Falls



CRAIG PLG. CENTRE  
Thunder Bay



CULLITON  
Kitchener, Stratford,  
Toronto



CURNEY MECHANICAL LTD.  
London



D&H MECHANICAL  
CONTRACTORS  
Sudbury

DALRAY CONTRACTING  
LIMITED  
Bowmanville



DAVE HURST PLUMBING  
& HEATING INC.  
Kitchener



DEAN-LANE CONTRACTORS  
INC.  
Kitchener

DELTA FLOW MECHANICAL  
Ottawa



DEPENDABLE MECHANICAL  
SYSTEMS INC.  
Concord



DIELCO INDUSTRIAL  
CONTRACTORS LTD.  
London



DILFO MECHANICAL  
Ottawa

DMR MECHANICAL  
Stoney Creek



DMW ELEC.  
INSTRUMENTATION  
Sarnia

DNA MECHANICAL INC.  
Toronto



DOLVIN MECH. CONTRS. LTD.  
North York

DONOVAN McNICHOLS LTD.  
Kingston



DRENNAN  
REFRIGERATION INC.  
London



DUFORT TESTING  
SERVICE LIMITED  
Sarnia



DUNBAR MECHANICAL  
SERVICES INC.  
Linwood



E. SEGUIN & SONS LTD.  
Gatineau



E.S. FOX LTD.  
Hamilton, Kingston, Niagara  
Falls, Thunder Bay, Vaughan



EKT 90 INC.  
Thunder Bay



ENERGY CONTROLS & MECH.  
SERV. INC.  
Kitchener



ENGIE MULTITECH  
LTD.  
Mississauga

ENGLISH & MOULD MECH. CON. INC.  
Bolton



EVANS INDUSTRIAL  
INSTALLATIONS  
LTD.  
Guelph

EXACT INDUSTRIAL  
LTD.  
Cambridge



FAHRHALL MECHANICAL  
CONTRACTORS LTD.  
Windsor



FIRENZA PLUMBING  
& HEATING LTD.  
Toronto



FM SYLVAN CANADA  
LTD.  
Windsor



FORREST MECHANICAL INC.  
Burlington



42 NORTH CONSTRUCTORS  
LTD.  
Edmonton

FRED KAU PLUMBING  
& HEATING  
Kitchener



GEO. A. KELSON CO. LTD.  
Hamilton, Kingston, Sharon

GERALD DAVIDSON PLUMBING &  
HEATING  
Brighton



GESCO MECHANICAL LTD.  
Woodbridge

GETSCO TECHNICAL SERVICES INC.  
Edmonton

GH MEDICAL INC.  
Mississauga

GLEBE MECHANICAL INC.  
Nepean

GOHOTWATER INC.  
Hamilton

GOODFELLOW & DOUGHERTY LTD.  
Peterborough



GORBERN MECHANICAL LTD.  
Scarborough



GORDON WRIGHT ELECTRIC  
LTD.  
Niagara Falls



GORF MANUFACTURING/  
CONTRACTING LTD.  
Sudbury

GOWING CONTRACTORS  
St George



GRACE INSTRUMENTATION  
& CONTROLS LTD.  
Simcoe, Toronto





GREAT LAKES  
CONTRACTING LTD.  
Burlington

GREENOCK MECH. LTD.  
Scarborough



GREYSTONE  
INDUSTRIAL SERVICES  
INC.  
Whitby

GRIST-TURANO AND ASSOCIATES  
INC.  
Etobicoke

GSL GROUP  
Wallaceburg

H&R INDUSTRIAL SERVICES  
INC.  
Waterloo



HALLER MECHANICAL  
CONTRACTORS INC.  
Windsor

HARRINGTON MECHANICAL  
LTD.  
Pembroke

HECO  
St.Catharines



HENDERSON METAL  
FABRICATION CO.  
Sault Ste. Marie

HERITAGE MECHANICAL  
LTD.  
Concord



HI-RISE MECHANICAL  
INC.  
Vaughan



HOFFER MECHANICAL  
COMPANY LTD.  
Hamilton

HONEYWELL BUILDING  
SOLUTIONS  
Ottawa



HONEYWELL LTD.  
Markham



HYDROPLUMB MECHANICAL  
LTD.  
Ottawa



IMPACT ELEC. & MECH. LTD.  
Mississauga

INDUSTRIAL TRADE SOLUTIONS  
INC.  
Listowel

INNOVATOR INDUSTRIAL  
SERVICES  
Sarnia, Niagara

INSIGHT ENGINEERING  
AND CONSTRUCTION  
Toronto

J. I. PLG. & HTG.  
LTD.  
Ottawa

J.G. MECHANICAL CONTRACTING INC.  
Concord

J.Y. MOREAU ELECTRIQUE  
INC.  
Rouyn-Noranda

JARDINE  
MECHANICAL  
Battersea

JOHNSON CONTROLS L.P.  
Burlington



JOHNSON CONTROLS LTD.  
London , Ottawa

K & C MECHANICAL  
Timmins



KEITH'S  
PLUMBING  
Hamilton



KEL-GOR LTD.  
Sarnia

KEM KHIDER  
ELECTROMECHANICAL  
Mississauga

KIRBY PERKINS  
MECHANICAL  
Mallorytown



KITTEL MECHANICAL  
(2003) INC.  
Fergus

KMC WORKS INC.  
Toronto



KPI INDUSTRIAL  
CONTROLS INC.  
Val Caron

L.A.D.S. MECHANICAL  
Apple Hill



LAFRAMBOISE GROUP LTD.  
Cornwall, Ottawa



LAMSAR INC.  
Sarnia

LANCASTER SHEET METAL  
LTD.  
Hamilton

LANDRY MECHANICAL SERVICES LTD.  
Kars

LAR-MEX INC.  
Gloucester



LCD MECHANICAL INC.  
Maple



LEADER PLUMBING &  
HEATING INC.  
Woodbridge



LEKTER  
INDUSTRIAL  
SERVICES INC.  
Belle River



LES INDUSTRIES BLAIS  
INC.  
Rouyn-Noranda

LINCOLN MECH. CONTRS.  
St. Catharines



LOPES MECHANICAL AND  
ELECTRICAL  
Coniston

LORNEVILLE MECHANICAL CONTRACTORS  
LTD.  
Burlington

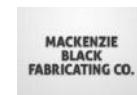


LUNDY PLUMBING AND  
HEATING LTD.  
Oshawa

M. SCHULTZ MECHANICAL  
Richmond Hill



M.W.M. MECHANICAL  
CONTRACTOR INC.  
Lively



MACKENZIE BLACK  
FABRICATING  
Corunna

MAINWAY INDUSTRIAL  
INSTALLATIONS  
Stoney Creek



MAKWA-CAHILL LP  
Owen Sound

MAPLERIDGE MECHANICAL CONTRACTING  
INC.  
Pickering

MASEN MECHANICAL LTD.  
Woodbridge

MATRIX NORTH AMERICAN  
CONSTRUCTION LTD.  
Burlington

MATRIX SERVICE  
INC.  
Sarnia



McLEOD BROS. MECHANICAL  
INC.  
Sault Ste. Marie

MCNOLTY MECHANICAL  
Wendover



McWATTERS MECHANICAL  
LTD  
Aurora



MECANIQUE CNC 2002 INC.  
Bouchardville

MECANIQUE PCI  
Gatineau

MECHANICAL PIPE  
SYSTEMS  
Kingston

MECHANICAL VISION GROUP  
Kingston

MEDCON MECHANICAL LTD.  
Niagara Falls

MIKE HOGAN PLUMBING AND  
HEATING  
Kingston



MODERN NIAGARA INC.  
Hamilton, Kanata, Vaughan



MSB MECHANICAL LTD.  
Newmarket

MTI MECHANICAL TRADE INDUSTRIES  
LTD.  
Markham



MULTIWIDE MECH.  
CONTRACTORS LTD.  
Concord



MUMMERY MECHANICAL LTD.  
Cambridge



MUNICIPAL MECH. CONTRS.  
LTD.  
Brampton



MUTUAL MECHANICAL INC.  
Oshawa



MWS SOLUTIONS INC  
Waterloo



NELCO MECHANICAL LTD.  
Kitchener



NELSON WELDING LTD.  
Vaughan



NEXUS MECHANICAL GROUP  
INC.  
Whitby

NICHOLLS FABRICATORS  
INC.  
Ayr

NuHORIZON PLUMBING & HEATING  
INC.  
Rockland



ONYX MECHANICAL  
Brampton



OPUS MECHANICAL  
SERVICES  
Vaughan

PANKHURST MECHANICAL COMPANY  
Oshawa



PATON ENGINEERS  
AND CONSTRUCTORS  
Sarnia

PEELTOWN WELDING LTD.  
Mississauga

PIMENTAL DESIGN SERVICES  
LTD.  
Etobicoke

PIPE-ALL  
PLUMBING  
Woodbridge

PIPING SOLUTIONS  
INC.  
Toronto



PIVOT SYSTEMS  
LTD.  
Toronto



PLAN GROUP INC.  
Ottawa, Vaughan

PMC WELDING AND FABRICATIONS  
INC.  
Bath

PORTER'S CUSTOM  
FABRICATION INC.  
Pontypool

PROCESS GROUP INC.  
Cambridge



PROCON CONSTRUCTORS  
INC.  
Welland



PRO-TEK MECHANICAL INC.  
Ajax



QUALITY MECHANICAL  
Belleville



R&R MECHANICAL GROUP  
INC.  
Kitchener



R. F. CONTRACTING INC.  
Sault Ste. Marie

RAMCO INSTALLATION  
LTD.  
Windsor



REFAC INDUSTRIAL  
CONTRACTORS INC.  
Harrow



REGIONAL MECHANICAL  
(NIAGARA) INC.  
St. Catharines



RITE WAY MECHANICAL  
LTD.  
Guelph



ROBERTS ONSITE  
INC.  
Kitchener, Toronto



ROSE  
MECH/2311812  
ONTARIO INC.  
Long Sault

ROYAL MECHANICAL INC.  
Concord



S & R MECHANICAL  
Orleans



S&T GROUP  
Sault Ste. Marie



SARNIA  
WOLVERINE  
MANUFACTURING  
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