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CPA NEWSLETTER

MESSAGE FROM THE PRESIDENT

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CPA President
Tracy Miller

Greetings to all CPA Members

It has been a busy summer season around our plant and we are looking forward to a busy fall. Construction and retail sectors both seem to be going strong in our area. I hope that all of you are seeing the same thing in your plants. Unfortunately the colder months will be upon us soon and we will be missing the chaos of the summer season, but colder weather tends to lead us

into the fall rush. As we prepare for the fall rush we are still battling some of the challenges from the last few years and have seen some new challenges come up. We started the year out thinking that supply and labour challenges would possibly get better this year. That wishful thinking ended quickly once the season got rolling. We have been enduring material shortages and labour shortages all season. I know we are not the only ones who are having to shift gears daily and get creative in keeping our plants and jobs running. But despite all of the new challenges we are still having fun and love making precast products every day.

It won't be too long, and we will be together in London at our annual general meeting and convention. It has been a long time since we visited London as an association and

look forward to returning. Megan has put together a great speaker and educational program for all of us to enjoy and hopefully learn a thing or two. I know I am looking forward to getting together in person once again, as much as a virtual meeting gets the job done it's not the same as being face to face. I always found networking the largest benefit of belonging to the CPA. Our association has some of the most knowledgeable and experienced precast professionals in the industry. So be sure to attend our AGM and mingle with your fellow producers and our vendor members.

See you in London.

Sincerely,

Tracy Miller

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30TH ANNUAL CONVENTION, NOV. 20-22, 2022

Please plan to join us this November 20-22, 2022 in London, Ontario for the 30th Annual CPA Convention. We sincerely appreciate that Chris and Wade Pink of **PINK PRECAST** have extended an offer to the CPA to have convention

delegates tour their plant in Dorchester. We know how much our members look forward to the plant tour each year and are confident delegates will be pleased with this year's tour. After hosting our 29th annual Convention a distant three

Novembers ago in Cornwall we are given an opportunity to reflect on all our trials and tribulations as an industry through this Covid-19 Pandemic, and look ahead together at what comes next for precasters in Ontario.

2022 CONVENTION & ANNUAL GENERAL MEETING

November will find CPA members together once again for our Annual General Meeting and Convention. This year we will gather at the Best Western Lamplighter Inn & Conference Centre. The Convention begins on Sunday, November 20 and will end on Tuesday, November 22. Detailed information about the Convention and how to register will be emailed to all members by October 1.

Chris and Wade Pink and the folks at **Pink Precast** have agreed to have us tour their plant in Dorchester. The last time CPA members had the opportunity to tour Pink Precast was in November 2000, so it will be fantastic to visit again after 22 years.



As usual, our Convention will offer a great opportunity for our members to come together to network, gain knowledge in common areas of interest and share collective wisdom.

Following our typical format, the Convention will begin with a Sunday Evening Welcome Reception, held among trade show exhibits showcasing our Associate Members and their products and services.

Monday, November 21 will find us holding our Annual General Meeting in the morning, followed by an excellent speaker program. See speaker program details highlighted on this page.

Following the Speaker Program, Convention delegates finish the day with a cocktail reception and banquet dinner. As usual, following the Banquet Dinner, join us for our evening entertainment: Bob Cates Comedy in Motion. He keeps audiences laughing with comedy routines involving advanced juggling, wild unicycling and balancing skills, magic, black light, lasers, and an insane 24 real plate spinning finale that has to be seen to be believed.



Jeff Dumart,
Mentor Works Ltd.

LEVERAGING GOVERNMENT FUNDING TO GROW YOUR BUSINESS

Jeff will speak to the many government funding programs that companies can leverage to grow their business. The funding landscape is constantly changing, with many new programs opening up through the 2022 Federal Budget. These programs will include, but not limited to; wage subsidies, training grants, capital expansion programs, export growth and R&D. Mentor Works' expertise and knowledge, is proven through their solid track record of successful applications, close relationships with funding body representatives, and ongoing research activities.



WHEN CONCRETE TURNS VUCA: WHAT TO DO AND HOW TO LEAD?

For the past 2 years, almost everything in our personal and professional lives has turned upside down. Through it all, you kept pouring concrete, loading product, and coping the best you could. Moving forward, you'll face unprecedented challenges in hiring and retaining employees, navigating unpredictable markets, and capitalizing on opportunities. During this interactive workshop, we'll look at the precast world through a VUCA lens (volatile, uncertain, complex, and ambiguous), reflecting on your leadership and strategic decision-making options to thrive in 2023.



Andrew Bartley & Corrine Walsh: Platinum Leadership

PREPARING YOUR BUSINESS FOR SALE



Eric Gilboord,
CEO of WarrenBDC

CEO of WarrenBDC, a management and business selling consultancy, I have worked with hundreds of SMB Owners over the past 28 years I know them well. Today I specialize in first time business sellers. I'm a best selling author. My new book 'Moving Forward' is written specifically for Boomer Aged Business Owners to help them through the preparation and selling process. I speak to groups of Small and Medium-sized Business Owners on growing and preparing their businesses for sale and selling successfully.

SAFETY COMMITTEE UPDATES



Accessibility for Ontarians with Disabilities Act

What is the Accessibility for Ontarians with Disabilities Act (AODA)?

The AODA(2005) is an Ontario law mandating that organizations must follow standards to become more accessible to people with disabilities. The goal for the province is to be fully accessible by 2025. All levels of government, private sectors, and non-profits must comply with this legislation.

Requirements for Buildings

Ontario's Design of Public Spaces Standards established a baseline level of accessibility for:

- Service counters
- Waiting areas with fixed seating
- Outdoor spaces, such as sidewalks and parking lots

The Ontario Building Code

not the AODA - covers most requirements for making buildings accessible. These include requirements for:

- Ramps
- Washrooms
- Power door operators
- Signs
- Pools
- Spas

Accessibility requirements under the Ontario Building Code

Only apply to new construction. They also apply if an existing building has plans for extensive renovations. Principal authorities, including municipalities, are responsible for enforcing the Ontario Building Code. This includes reviewing building plans, issuing permits and conducting construction inspections.

Helpful Links:

Accessibility in Ontario: what you need to know

<https://www.ontario.ca/page/accessibility-ontario-what-you-need-to-know#accommodations>

Accessibility rules for businesses and non-profits

<https://www.ontario.ca/page/accessibility-rules-businesses-and-non-profits>

Accessibility Standards Checklist

<https://forms.mgcs.gov.on.ca/en/dataset/on00125>

Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c.11

<https://www.ontario.ca/laws/statute/05a11>

More info about the AODA

<https://accessibilitycanada.ca/aoda>

CONVENTION REGISTRATION TO OPEN OCTOBER 1ST

Help us break our attendance record! After a long three years, we look forward to gathering together once again as there is sure to be plenty to catch up on. This years event is going to be the networking event of the decade, so far!

Preconvention Packages and Registration will be moving to an online format this year. Watch your email inbox for convention details and registration instructions. **Registration will take place on our website with the added option to pay with credit card as of October 1, 2022. Registration deadline will be October 31, 2022,** so don't miss out!



REGISTRATION PROGRAM UPDATE

As I write this, it's Labour Day Weekend and fall is just a couple of weeks away. I trust you all have had a prosperous summer season and shipped a record number of tanks.

From a registration program point of view, all producer members have submitted their registration package with the required engineering reports for annual compliance. I reviewed them and have started annual plant inspections. Two audits have been completed and I will be visiting the remaining plants over the next two months.

If you haven't received it already, in the very near future, you will receive a package from the CPA including the newly updated CPA Program Booklet and registration forms. These documents were updated to incorporate changes included in the recently released CSA B66:21 standard. B66:21 is the official standard governing production of all septic tanks and sewage holding tanks and was last updated in 2016. If you haven't done so, you should get a copy of CSA B66:21 and see what changes affect the tanks you build. Note that there is now a requirement to provide a safety device over all access openings. Contact the CPA if you have questions about this update.

Also included in the package is a sample of a typical engineering report. Several members requested guidance on what they should expect from their engineers in the annual compliance report. To address this, CPA engaged an engineering firm to create a generic compliance report. This sample addresses all the required items specified in the CSA standard. The format of this report is not mandatory, but it is, in my opinion, a good minimum standard to expect from your certifying engineer. Feel free to share it with your certifying engineer.

I look forward to seeing you soon.

- Dominic Girotti P.Eng.



News In Brief

Attention Members! We're on Instagram! Find us @concrete.precasters.ontario Check in with us to see what is new with the CPA and what our Manufacturers are up to.



Septic Solution Guide: Copies of The Septic Solution can be obtained by logging on to the CPA website at www.cpaontario.com and clicking on the link to the free download of the electronic version of the guide. Hard copies of the guide are also available by contacting the CPA at info@cpaontario.com. Additional copies cost \$1.00 each; tax and shipping costs apply.

Pre-Order to save on shipping: Contact us today if you wish to purchase Septic Solution Guides or Red Tags to take home from the convention. Only supplies preordered will be available at the convention.



Check Your Web Listing: Do you have products you would like added to your listing? Has your primary contact information changed? Would you like your logo or site photo updated? Contact the CPA office to enhance your listing today! : 866-853-0310 or info@cpaontario.com.

Points TO Ponder

For a laugh...

How can you drop an egg onto a concrete floor without breaking it?

Any way you want, concrete floors tend to be very hard to crack.

What does a fish say when he hits concrete?

Dam!

I fell face-first in fresh concrete the other day...

I wasn't worried though - my mom always said I'd make a good impression.

What do you call a sidewalk that swindles you out of your money?

CON-crete

While driving home I heard on the radio that convicts had escaped a prisoner transport after colliding with a concrete truck.

Authorities say to be on the lookout for hardened criminals.

I left my job as a Concrete Worker.

It just seemed to get HARDER and HARDER.

Did you hear the local concrete plant was flooded last week?

They're having a hard time moving inventory now.

Some minds are like concrete...

Thoroughly mixed up and permanently set.