

2009-2010
ANNUAL REPORT
November 2010

MISSION STATEMENT

TIAA's mission is to improve and elevate the technical and general knowledge of the mechanical insulation industry in Alberta, promoting excellence in manufacture, application and installation of all insulation products and materials, with just and honorable practice in the conduct of business.

OBJECTIVES:

- 1. To promote the consideration and discussion of all matters affecting the insulation industry.*
- 2. To promote cooperation amongst the members on all matters affecting the insulation industry.*
- 3. To interact with and provide facilities for any public or private bodies in matters affecting the insulation industry.*
- 4. To improve and elevate the technical and general knowledge of persons engaged in the insulation industry.*
- 5. To promote excellence in the manufacture, application and installation of all insulation products and materials, together with just and honorable practice in the conduct of business and to suppress malpractice.*
- 6. Thermal Insulation Association of Alberta shall be non-political and non-sectarian.*



Photographs courtesy of TIAA.

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Thank you to the 2009 – 2010 Board

TIAA Northern Chapter

President (Provincial) - Ron Richards

Vice President - Mark Trevors

Director - Pat Pearson

Director - Dan Gagne

TIAA Southern Chapter

President - Doug Warnick

Vice President - Laurie Peloquin

Director - Brent Plume

Director - Murray Wedhorn

Past President (Provincial) and Treasurer -
Murray Wedhorn

Committees:

Labour Relations - Pat Pearson

Apprenticeship - Paul Blinzer

Skills Committee - Paul Blinzer, Geoff Harrison, John Garman,
Ron Milich

Occupational Health & Safety - Tamara Kapanen

TIAC Contractor's Representative - Mark Trevors
(alternate Ron Richards)

Social N.C. - Jan Halladay

S.C. - Murray Wedhorn

TIAA Scholarships - Paul Blinzer, Mark Trevors and Bill
Book

TIAA Trade Promotion (PITA) - Bill Book, Geoff Harrison and
Murray Wedhorn

Welcome to the 2010 – 2011 Board

TIAA Northern Chapter

President - Mark Trevors

Vice President - Dan Gagne

Director - Pat Pearson

Past President (Provincial) and Treasurer - Ron Richards

TIAA Southern Chapter

President (Provincial) - Laurie Peloquin

Vice President - Murray Wedhorn

Director - Wheeler Boys

Director - Doug Warnick

Committees:

Labour Relations - Pat Pearson

Apprenticeship - Paul Blinzer

Skills Committee - Paul Blinzer, Geoff Harrison, John Garman,
Ron Milich

Occupational Health & Safety - Jody Caron

TIAC Contractor's Representative - Mark Trevors
(alternate Ron Richards)

Social N.C. - Jason Meikle

S.C. - Murray Wedhorn

TIAA Scholarships - Paul Blinzer, Mark Trevors and Bill Book

TIAA Trade Promotion (PITA) - Bill Book, Geoff Harrison
and Murray Wedhorn



2010 Annual General Meeting

RED DEER LODGE • RED DEER, ALBERTA

Thursday, November 25, 2010 • 4:00 PM

AGENDA

1. Call to Order, Proxies Announced and Confirmation of Quorum
2. Introduction of New Members
3. Motion to Accept the Agenda
4. Approval of the Minutes of the 2009 Annual General Meeting
5. Old Business
6. Correspondence Review
7. Committee Reports
 - Labour*
 - Apprenticeship*
 - OH & S*
 - Social*
 - TIAC Report*
 - Alberta Manpower Report*
8. Treasurer's Report
 - Financial Statements and Auditors Report*
 - Appointment of an Auditor for the 2010/2011 Year*
 - Proposed 2010/2011 Budget*
9. Bylaw Amendments
10. Appointment of the 2010/2011 Board of Directors
11. Adjournment

SUMMARY OF BYLAW AMENDMENTS

A motion will be made at the Annual General Meeting to repeal the existing TIAA bylaws and replace them with the attached revised bylaws. The following changes have been made to these bylaws:

- Removal of objects – these are no longer permitted to be embedded in the bylaws, Corporate Registries now requires that these are kept separate from the bylaws
- Change fiscal year from November 1 – October 31 to January 1 – December 31. This will facilitate accounting and will coincide with the membership year
- Clauses 3.1.1 and 3.2.1: membership dues are not a true receivable so this clause has been reworded
- Clause 3.1.2 Membership Sections: this clause has been removed since it was unnecessary
- Clause 3.4.1: this clause has been removed and replaced with a policy
- Clause 3.7: no current code of ethics exists, so this clause has been amended accordingly, and references to fines have been removed
- Clause 5.1: Change AGM to be held within six months of the fiscal year end rather than four months, so that it can be held in May
- Clause 6.2 Membership Dues: this clause has been removed since the annual membership dues would be included in the budget which is ratified by the membership at the Annual General Meeting
- Clause 7.3: Update clause re borrowing of funds to align with Societies Act requirements
- Clause 8.8.4: Requirement that in order for any member to be eligible for nomination as President must have served on the board previously for at least one year
- Clause 8.8.4: The Past President to assume the role of Treasurer
- Clause 8.9: Allow for option for removal of a board member by majority vote at a board meeting if they miss more than two board meetings in a fiscal year
- Clause 8.10: term of office changed to a two year term from a one year term
- Clause 9.1: updated the standing committees
- Clause 11.1: Specify that the books and financial records must be audited once per year
- Clause 15.1: Members wishing to inspect the Association books can do so at the Association office rather than at the Annual General Meeting



2009 Annual General Meeting Minutes

RED DEER LODGE • RED DEER, ALBERTA

Thursday, November 26, 2009

Present

Thomas Insulation
Book Insulation
Burnaby Insulation Supplies (Calg)
N.A.I.T.
Amity Insulation Group
Steels Industrial Products Ltd. (Calg)
Insul Covers Inc.
Western Viking
Wrapex
Honorary Member
Honorary Member
Crossroads C& I (Calg)
John Manville Corp.
Pro Insul Ltd.
ITW Insulation Systems Canada
Reflex Manufacturing
Tempro Tec Inc. (Calg)
Tempro Tec Inc. (Edm)
Fuller Austin Insulation
Westerra Insulation Inc.
Adler Insulation
Steels Industrial Products Ltd (Edm)
Burnaby Insulation (Edm)
Fibrex Insulations Inc.
Ideal Products of Canada Ltd
Crossroads C & I (Edm)
Altair Contracting Ltd.
Albrico Kaefer (Edm)
Nu-West Construction Products
TIAA

Steve Kroetsch, Erhardt Tutto
Bill Book, Pat Pearson
Brent Plume
Paul Blinzer, John Garman
David Landro, Dean Jeske, Gene Patrick
Paul Blondal, Murray Wedhorn
Don Serwa
Mike Storey
Rob Davis, Stephane Tremblay
Chuck Jolicoeur
Ken Chan
David Sonoski
Jerry Wik
Jim Flower
Bo Spellman, Greg Kamprath
Greg Triff, Jason Meikle
Doug Warnick
Gerald Hodder
Ron Richards
Dan Gagne, John McKnight
Curtis Schoepp
Geoff Harrison
Guy Mondor, Stacey Gordey
Ted Bartman
Jan Halladay, Craig Barron
Mike Noel, Jeff Pasay
Mark Trevors, Lionel Williams
Ray Brown, Eric Ludwig
John Conti
Cathy Halladay

Members Absent

Northern Industrial Ins.
Connelly Industrial Ins.
Matkovic Holdings Ltd.
Dewar Western Inc.
3M Canada Co.
Westglas Insulation Ltd.
Wil-Therm Insulation Inc.
Reflex Manufacturing Ltd.
Brock White Canada
Manson Insulation Inc.
Knauf Insulation
Key Thermal Inc.
Westcal Insulation
REPPSCO SERVICES
Thermal Systems KWC
Plasti Fab
Alberta Insulation
R & M Insulation
Lockerbie & Hole
Inter City Insulation

Opening:

President Ron Richards called the meeting to order at 4:05 p.m. Ron welcomed members and introductions of the 2009/2010 TIAA Board of Directors and the meeting was called to order.

Proxies Received:

Alberta Heat Savers Inc. for Doug Warnick, Temprow Tec Inc. (Calgary)
Reflex Manufacturing Ltd. for Doug Warnick, Temprow Tec. Inc. (Calgary)
Westcal Insulation Ltd. for Brent Plume, Burnaby Insulation Supplies Ltd. (Calgary)
Wil-Therm Insulation for Jan Halladay, Ideal Products of Canada Ltd.

Agenda Approval

Moved to accept by Guy Mondor, seconded by Ron Richards. Carried.

Minutes

Moved by Mike Storey to accept the minutes of May 28, 2009, seconded by Ray Brown. Carried.

Old Business

Most "old business" items have been addressed at the chapter meetings. If any TIAA member has something they would like to have addressed from previous meetings, please mention it now.

Correspondence Review – Cathy Halladay**TIAA N.C. and S.C. Elections:**

Northern Chapter Election was held October 13th, 2009 and the new TIAA Board for 2009/2010 is as follows:

Provincial President - Ron Richards

Vice President - Mark Trevors

Director at Large - Pat Pearson

Director - Dan Gagne

Southern Chapter Election was held October 15th, 2009 and the new TIAA Board for 2009/2010 is as follows:

President - Doug Warnick

Vice President - Laurie Peloquin

Director - Brent Plume

Director - Murray Wedhorn

Immediate Past President - Murray Wedhorn

TIAA Annual Meeting Correspondence:***New Office Openings:***

Knauf Insulation

Sales Manager John Peterson

8815 – 152B Ave.

Edmonton, AB T5E 6G2 (780) 977-7482

Thomas Insulation

Branch Manager, Ken Harris

11818 – 160 Street

Edmonton, AB T5V 1C9 (780) 486-0606

Company Name Change:

Solmar Covers Inc. to Wil-Therm Insulation Inc.

TIAA Recap for 2008/2009:

TIAA has had a very successful and rewarding year. We have 25 Contractors, 23 Suppliers and Manufacturers, 1 Affiliate Member and 14 Honorary Members.

First off, I would like to thank the TIAA Board of Directors for 2008/2009: Murray Wedhorn, Dan Gagne, Ron Richards, Doug Warnick, Laurie Peloquin, Brent Plume, and Mark Trevors. As you may not realize, they all put in many hours for the Association. A special thanks to everyone on the TIAA Committees. Thank you to all of you who attended the TIAA meetings and social functions. Without any of this, there would be no TIAA. This keeps the industry alive and together as an Association.

Firestopping: TIAC First Vice President, Gerald Hodder

The Firestopping was an article I found in the New York Times. Commercial Construction is being driven by an agenda to get the work completed. As a result, a lot of the firestopping that is supposed to be behind the drywall is being omitted. Some of the contractors got caught and this got put into the media. This was an eye opener for the general public. People who are buying condominiums tend to look at the whole unit and don't realize they are buying into the greater building which includes the mechanical systems. TIAC is trying to educate the public so they understand this has to be done properly when you are buying real estate at the value in the \$300,000.00 to \$400,000.00 range. If any TIAA member would like a copy on the article, please contact the TIAA office.

Western Canadian Mesothelioma Fund:

TIAA will be donating money to the Western Canadian Mesothelioma Fund. I have spoken to Andre Pachon, President of the B.C. Insulation Contractors Association. He has been unable to get in touch with Dr. Bedard to start setting up a screening facility in the Western Provinces but Andre is going to contact a Dr. Sat at the Health Science Centre Foundation in Winnipeg. If this doesn't work, there is talk of getting a Screening Bus with a CT Scan to go from Province to Province for the screening. The Balance in the Fund to date is \$30,251.69.

If they do not proceed with the above, the balance of the funds would be sent to the Princess Margaret Fund. This is the hub where the mesothelioma studies are currently being conducted at the Princess Margaret Hospital in Toronto. The money would be solely used for research in Mesothelioma. As we all know, screening is the only way to have a chance at surviving this disease with early detection.

TIAA Scholarship Applications:

I am very pleased with the increase in the TIAA Member Scholarships. For the year there has been:

- 2 First Year Insulators
- 4 Second Year Insulators
- 3 Third Year Insulators

Each applicant received a TIAA Member Scholarship for \$1200.00.

TIAC Contractors Section Meeting Minutes:

TIAC 47th Annual Conference 2009 Contractors Section Meeting Minutes (see attached to minutes).

Committee Reports

Labour Report: Pat Pearson, Book Insulation

The upcoming 2010 year is looking more prosperous than what has been going on in the past year. There seems to be a lot of projects that were put on hold coming on line. On the commercial side it has been consistent. With all the shut downs and new construction there will be outside hiring. The demands will be unable to meet the work. The projection for the next few years is that the number of retirees is going to outweigh the new apprentices. We need to strive to get more apprentices into the trade.

There was a disagreement at Syncrude at the Surf Project. This was between the Teamsters and the Insulators in the hauling of materials. The umpire decided to give the hauling to the Teamsters. This has gone back to the Appeal Board

to get a legal ruling. Normally it is the Insulators work and we want to keep it this way in the future. I will update the TIAA members with the legal ruling.

Apprenticeship Report: Paul Blinzer (See attached to minutes.)

The reason why NAIT only has seven 3rd year apprentices is that in the last 3 months some of them have been unemployed and they did not have enough money to attend classes. The Union and the Apprenticeship Board have gotten involved and have sent threatening letters. If the apprentices don't return to complete their classes, they may suspend their apprenticeship. Hopefully in 2010 they will be able to afford to return with an improvement in the economy. If any TIAA member companies have apprentices that need to attend classes, there are lots of spaces available.

Your Asbestos Removal and Abatement ticket is only good for 3 years. If you have a group that would like to attend the class for Asbestos Removal and Abatement, NAIT can cater to a large group. Please contact the Registrar's Office at 780-471-6248.

The Budget for Skills Alberta 2010 was presented to the TIAA Board of Directors today. As far as I know, it was approved and the event is being held May 12 & 13, 2010 at the Northlands Agricom.

OH&S Report: Ron Richards, Fuller Austin Insulation (see attached to the minutes)

The Occupational Fatalities in Alberta are not going down and there are just too many deaths.

The number of deaths in 1998 was 105 and in 2007 the death rate was 154. This was an article insert taken out of a 32 page document. The highest Occupational Fatalities age group is 45 + and the Workplace Fatalities age group is 25 – 44. Safety training and equipment are available to the employees so they should take advantage of what is offered by a company. Safety is most important to everyone at work.

Between 2003 and 2007 – 50.2% of Occupational Disease Fatalities were due to asbestos. The numbers are alarming and protective equipment is there for a reason. We will be talking about the Mesothelioma Program under New Business.

TIAA N.C. Social Report: Jan Halladay, Ideal Products of Canada

The Ski Trip is put on hold for the time being and we may do something else or a Ski Trip later in the year.

TIAA S.C. Social Report: Murray Wedhorn, Steels Industrial Products

The Winter Event which includes a dog sled ride and casino trip is being held March 12 & 13, 2010 with more information to follow to the TIAA Members. The S.C. BBQ will be held April 30, 2010.

TIAC Report, Alberta Manpower Report and TIAC 47th Conference Minutes:

Mark Trevors (see reports attached to the minutes.)

New Business:

TIAA Revenue Canada Audit:

The TIAA office had a call from Terry Hughes, Canada Revenue Agency wanting to do an audit on December 4th, 2009. An update will be provided once the audit has been completed.

TIAA Committees for 2009 – 2010:

Labour Relations	Pat Pearson
Apprenticeship	Paul Blinzer
Skills Alberta	Paul Blinzer, Geoff Harrison and John Garman
Occupational Health & Safety	Ralph Philpot
TIAC Alberta Director	Mark Trevors with the alternate Ron Richards
Socials S.C.	Murray Wedhorn
N.C.	Jan Halladay
TIAA Scholarships	Paul Blinzer, Mark Trevors and John Garman
TIAA Trade Promotion	Geoff Harrison, Bill Book and Murray Wedhorn

TIAA Financial Statement Presentation: Ron Richards

The income for the 2008/2009 actual budget is \$155,295.00 and the expenses are \$217,743.00 with a deficit of \$64,448.00. The Industry Fund Dues were down a considerable amount for this year with the slowdown in the industry. It was brought forward by Jerry Wik to accept the Financial Statement as presented and seconded by Steve Kroetsch. Voted All in Favor. Carried.

TIAA Budget:

TIAA Board of Directors reviewed the year's budget and completed the budget for 2010.

	2008/2009 Budget	2009/2010
Revenue	\$155,295.00	\$235,000.00
Expenses	<u>\$217,743.00</u>	<u>\$598,000.00</u>
Net Income/deficit	(\$ -62,448.00)	(\$-363,000.00)

For the year 2009/2010, the expected revenue is \$235,000.00 and the expected expenses are \$598,000.00 with a deficit of \$363,000.00. The Industry Fund Dues were down a considerable amount for this year with the slowdown in the industry. The motion to accept the 2009/2010 budget was by Ted Bartman and seconded by Guy Mondor. All in Favor.

TIAA Accountant:

Motion to re-appoint accountant, Gary K. Pears Corp. by Bill Book to accept and seconded by Guy Mondor. All in Favor.

TIAA Awards:

Ron Richards presented Murray Wedhorn with a plaque in appreciation for his contribution as Alberta Provincial President for 2008/2009.

Dan Gagne was presented with a plaque in appreciation for being TIAA N.C. President for 2008/2009.

Announcement:

The TIAA Social, Dinner and Roast for Gene Patrick will begin at 6:00 p.m.

Adjournment:

Meeting was adjourned at 5:15 p.m. Moved by Jan Halladay and seconded by Doug Warnick. Voted All in Favor. Carried.

**Congratulations to the winners of the Door Prizes:
Bo Spellman, Gene Patrick, Sandy Serwa, Debbie Wiess and Lionel Williams**



TIAA Industry Contributions



- ▶ In May 2010, TIAA entered into a \$250,000 donation and recognition agreement in support of NAIT's Thermal Insulator Apprenticeship Program. This funding will be used to build, expand, renovate, maintain, equip and operate the program. Under the agreement, TIAA will have a lab named after it through to June 2020 and will also be recognized on NAIT's donor wall.



From left to right, Andre Pachon, Dan Gagne, and Ron Richards. Photo submitted.

At the BCICA's golf tournament in June, TIAA was proud to present a cheque for \$50,000 to the Western Canadian Mesothelioma Foundation. This donation will go far towards achieving the Foundations' goal of providing free mesothelioma screening to individuals in Western Canada who may be at risk, which in turn will lead to earlier diagnosis and better understanding of the disease.

- ▶ TIAA's North Chapter raised \$650 by selling 50-50 tickets at their annual barbecue in September – this money was donated to the Stollery Children's Hospital in Edmonton
- ▶ Earlier this month, TIAA was the exclusive premier sponsor at the Registered Apprenticeship Program Scholarship Celebrations in Calgary and in Edmonton
- ▶ TIAA awarded \$25,000 in scholarships to 13 students in 2010
- ▶ TIAA was a green-level sponsor at the Heat and Frost Insulator Local 110 60th anniversary celebration
- ▶ TIAA sponsored the Skills Canada Competition earlier this year, as well as sponsoring the Alberta Skills Competitions this past summer in Edmonton by providing wage replacement and travel allowance for competitors and cost recovery for the organizers and judges in the insulator trade division



TIAA Membership - on the Grow!

TIAA would like to thank its member companies for their continued support of the association and involvement in the thermal insulation industry.

CONTRACTOR

ADLER INSULATION (2005) LTD.
AECON LOCKERBIE INDUSTRIAL INC.
ALBERTA INSULATION SUP & SERVICES LTD.
ALBRICO KAEFER SERVICES LTD.
ALTAIR CONTRACTING ULC
BOOK INSULATIONS LTD.
C.J. METAL ERECTORS LTD.
CONNELLY INDUSTRIAL INSULATION SER. LTD.
DEWAR WESTERN INC.
FULLER AUSTIN INC.
HADROB CONTRACTING LTD.
HALLBOOK ENTERPRISES LTD.
INTER CITY INSULATION
MATKOVIC HOLDINGS LTD.
NORTHERN INDUSTRIAL INSULATION CONTRACTORS INC.
PARK DEROCHIE COATINGS LTD.
PRO INSUL LIMITED
R & M INSULATION LTD.
REPPSCO SERVICES LTD.
THERMAL SYSTEMS KWC INSULATION LTD.
THOMAS INSULATION INC.
TRI WESTERN INSULATION LTD.
WESTCAL INSULATION LTD.
WESTCOR SERVICES LIMITED
WESTERRA INSULATION INC.
WESTGLAS INSULATION LTD.
WRAPLEX INDUSTRIAL SERVICES LTD.

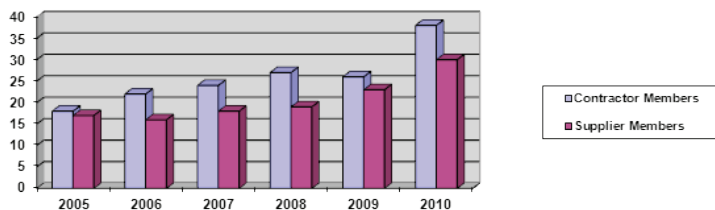
SUPPLIER

3M CANADA COMPANY
ALBERTA HEAT SAVERS INC.
AMITY INSULATION GROUP INC
BROCK WHITE CANADA COMPANY
BURNABY INSULATIONSPI
CROSSROADS C & I DISTRIBUTORS INC.
FIBREX INSULATIONS INC.
IDEAL PRODUCTS OF CANADA LTD.
INSUL COVERS INC.
ITW INSULATION SYSTEMS CANADA
JOHNS MANVILLE CORPORATION INC.
KEY THERMAL INC.
KNAUF INSULATION
MANSON INSULATION PRODUCTS LTD.
NU-WEST CONSTRUCTION PRODUCTS INC.
PLASTI-FAB
REFLEX MANUFACTURING LTD.
STEELS INDUSTRIAL PRODUCTS LTD.
TEMPRO TEC INC.
WESTERN VIKING - SPI
WIL-THERM INSULATION INC.

AFFILIATE

NAIT INSULATION PROGRAM

TIAA has experienced a 32% growth in contractor members and a 23% growth in supplier members in 2010 (currently at 38 and 30 respectively). The chart to the right shows membership growth since 2005:



New Website Launch

TIAA will be unveiling their new and improved website at the Annual General Meeting. Thank you to the board and to Primal Tribe for their work on this initiative.

