

CONTACT TIAA

Courier Address
600, 900 - 6 Avenue SW
Calgary, Alberta
T2P 3K2

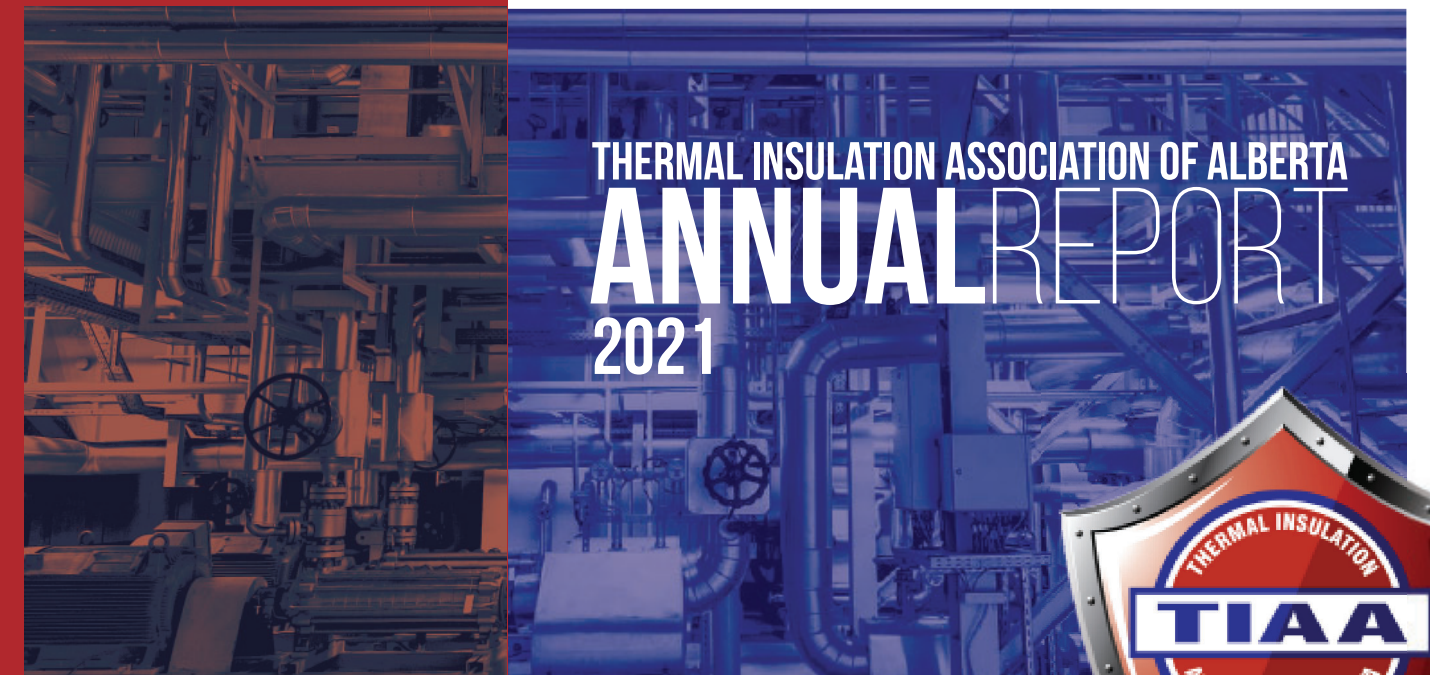
Mailing Address:
PO Box 4091, Station C
Calgary, Alberta
T2T 5M9

Phone: (403) 244-4487
Fax: (403) 244-2340
Email: info@tiaa.cc



Associations Plus Inc.

PERFORMANCE PLUS COMMITMENT



PRESIDENT'S REPORT

Hello to all TIAA Members and insulation industry supporters,

Perhaps the first order of business is to address the elephant in the room - and that would be that the Edmonton hockey team (which will remain un-named) beat the Calgary Flames in a pretty non-eventful 2nd round of the NHL playoffs this year... And as a Calgarian I don't really want to talk about the series (still pretty bitter for sure)... and my only hope is that the Avalanche demolish the Edmonton hockey team so that the world order is restored. Go Flames!

From myself and the the TIAA board we continue to hope that everyone, and their loved ones are healthy and safe here again in 2022, and we greatly appreciate your involvement and support this weekend here at the AGM and throughout the last number of months this year. Any questions or ideas that people have for the membership are always welcome and please do reach out to myself and/or another board member with any of those ideas or questions.

The last couple years continue to leave their mark on our industry and our businesses with uncertain and ever-changing: material costs, material access, labor challenges, freight delays, and a variety of other complexities. The new world we live in is not for - the faint of heart - and will continue to require courage, perseverance, and creativity from each of us and from our teams as we navigate the daily challenges that exist. We do appreciate each of our panelists for the AGM this year who will be sharing about what their business are currently experiencing, which will be helpful for all of us as we do the best to plan for our own strategies moving forward in 2022 and 2023.

It has been absolutely great getting together - in person - again here this year, and we look forward to golfing this week and celebrating the 60th anniversary of our association here in the next month. Please do get your registrations in for that amazing event, and as we plan for that special day a special thanks to Murray Wedhorn for all his work in helping to make that happen for all of us!

In closing, it is a pleasure working with each of you in an effort to keep our industry great!

Thank you - Thank you to each one of you for your ongoing support - and here's to a gritty and optimistic 2022 for each of our businesses!

Kelly Archuleta
TIAA Provincial President in 2022

2021 MEMBERS

AFFILIATES

Northern Alberta Institute of Technology
SAIT Polytechnic

CONTRACTORS

Adler Firestopping Ltd.
Adler Insulation (2005) Ltd.
ALUMASAFWAY
Arrowhead Industrial Insulators Ltd.
AW-NRG Insulation Services Inc.
Book Insulations Ltd.
Brock Canada Services Limited
Concept Insulation Inc.
Connelly Industrial Insulation Services (2004) Ltd.
Dewar Western Inc.
Hallbook Enterprises Ltd
Kandrea Insulation & Scaffolding
Maverick Insulation and Maintenance Ltd
Silverline Insulation 2005 Ltd.
Thermal Works Insulation Inc.
Thomas Group Inc.
Tracer Industries Canada Ltd.
Westcal Insulation Ltd
Westgate Insulation (1993) Ltd.
Westglas Insulation Ltd.
Icon Insulation Western Canada Inc.

MANUFACTURERS

Aspen Aerogels
Bison IBI
Ideal Products of Canada Ltd.
Johns Manville Industrial Insulation Group
Knauf Insulation North America
Lewco Specialty Products Inc.
Reflex Manufacturing Ltd.

SUPPLIERS

Tempro Tec Inc.
All Therm Services Inc.
Amity Insulation Group Inc.
Crossroads C & I Distributors Inc
Edmonton Valve & Fitting Inc.
Genfour Thermal Solutions
Integral Energy Services Ltd.
Integrity Products & Supplies
SPI - Specialty Products & Insulation

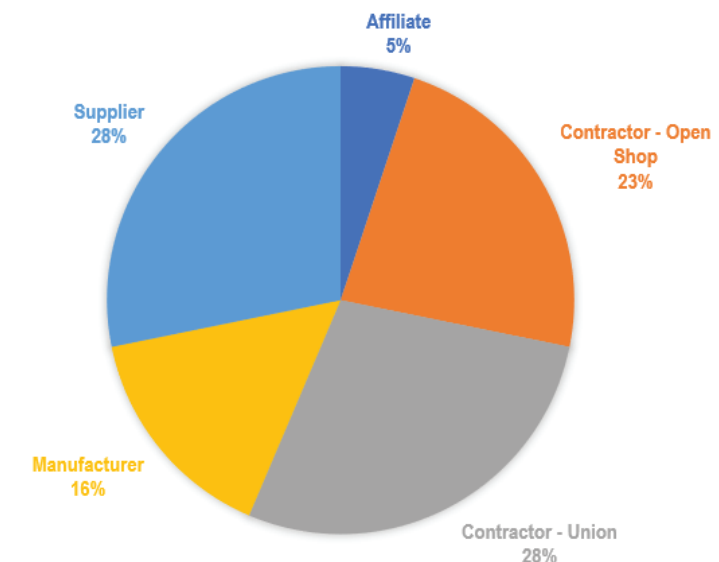
HONOURARY MEMBERS

Bill Book
David Braund
Ken Chan
Maurice Ewanek
Nester Ewanek
Jim Flower
Gerry Germscheid
Bill Haun
Charles Jolicoeur
Ron Martineau
Dieter Mohr
Terry Monette
Eugene Patrick
Curtis Schoepp
Ozzie Sonnenberg
Bo Spellman
Bill Strickland
John Warning
Murray Wedhorn

IN MEMORIAM - HONOURARY MEMBERS:

Bill Berestovy, John Binninger, Lloyd Brown, Gordon Cissell, W.E. Dykeman, Jerry Hanson, Charles Money, George Reddekopp, Ron Richards, Gary Sadler, Gerald Schrader, Doug Wilson

2021 TIAA MEMBERSHIP



Member Insulator Scholarships

The Thermal Insulation Association of Alberta has a member scholarship program in place designed to recognize and support those first, second and third year apprenticeship students employed by current TIAA member companies. In recognition of the hard work undertaken by the students in the NAIT and SAIT Thermal Insulator Apprenticeship Program and in order to help them achieve their maximum potential without being hindered by financial hardships, TIAA offers a number of scholarships every year, ranging from \$1,200 to \$2,000.

DEADLINE & ELIGIBILITY

Scholarship applications are accepted for review by the scholarship committee based on submissions received by March 31, July 31 and November 30 and applications must be submitted within 6 months of students finishing their last course.

Some of the other eligibility criteria is as follows and is subject to change at any time.

Applicants must:

- Be a Canadian and an Alberta resident.
- Be a registered Alberta apprentice in the Insulator trade who is or was employed by a contractor member of TIAA during, or just prior to their apprenticeship training period.
- Have completed their first, second or third year period of technical training, and be registered in the next period of technical training.
- Demonstrate their financial need.
- Submit a 100-word summary along with any other requirements on the application form.
- Have their employer complete the Employer Recommendation and Certification as outlined in the application.
- Submit a NAIT/SAIT transcript of marks or copy of government confirmation letter of marks that is sent to all apprentices upon completing a technical training term.

SELECTION PROCESS

Applicants will be selected on a combined evaluation of the eligibility criteria and information required and submitted in the application. Class attendance and attitude may also be included in this evaluation.

THERMAL INSULATION ASSOCIATION OF ALBERTA

NOTICE OF ANNUAL GENERAL MEETING

June 2, 2022

In accordance with clause 5.1 of the TIAA bylaws, please accept this as a notice of the 2022 Annual General Meeting, Scheduled for 4:30pm on June 2, 2022 at the Holiday Inn Suites, Red Deer South, 33 Petrolia Drive, Gasoline Alley E.

AGENDA

4:30pm - 5:30pm

Annual General Meeting

1. Call to Order, Proxies Announced and Confirmation of Quorum
2. Motion to Accept the Agenda
3. Approval of the Minutes of the 2021 Annual General Meeting
4. Treasurer's Report
 - a. Motion to Approve the Reviewed Year-end 2021 Financials
 - b. Motion to Approve Murray Hunter Prof Corp to Review 2022 financials
3. Breakout Session Reports
 - Contractors
 - Manufacturers
 - Suppliers
6. Committee Reports
 - Apprenticeship
 - ATCC
 - Calgary Construction Association
 - Innovators Committee
 - Labour
 - Marketing
 - Skills Canada Alberta
 - Social
 - TIAC
7. Other Business
8. Adjournment



JUNE 2021 MINUTES

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1. Call to Order, Proxies Announced and Confirmation of Quorum

P. Pearson called the meeting to order at 2:31 PM
No proxies received by the office
Announce quorum

2. Motion to Accept the Agenda

Moved by M. Wedhorn to approve the agenda as circulated
Seconded by J. Low
Carried.

3. Approval of Previous Meeting Minutes

- a. Approval of the Minutes of the June 6, 2019, previously tabled
Moved by D. Iervella to approve the June 6, 2019, previously tabled
Seconded by J. Litton
Carried.
- b. Approval of the Minutes of the Thursday, November 19, 2020, Annual General Meeting
Moved by M. Wedhorn to approve the Thursday, November 19, 2020, Annual General Meeting
Seconded by K. Archuleta
Carried.

4. Treasurer's Report

- a. Motion to approve the reviewed 2020 Financials
Moved by K. Metcalfe to approve the reviewed 2020 Financials
Seconded by J. Litton
Carried.
- b. Motion to approve Murray Hunter to review the 2021 financials
Moved by D. Reburn to approve Murray Hunter to review the 2021 financials
Seconded by M. Wedhorn
Carried.

5. Breakout Session Reports

Contractors

There was conversation around the Denis Formula and Revision Five:

- TIAC is working on rolling out the Denis Formula Revision Five as well as the App
- The App and new revision should make the document clearer and help clear up grey areas
- There was a call for input from clients in the new revision
- It was stated that it is important for TIAA, as a group, to rally input at the owner level to aid in a better reception of Revision Five with the possibly to have input written into specs with TIAA support

There was conversation around the supplier price increase:

- Contractors to be diligent on following up on RFQs to insure current pricing

There was a conversation around TIAA social events:

- Golf tournament in August in conjunction with TIAC
- Possible Hockey tournament, three on three at River Creek with a banquet room. There is the capacity for players and spectators to stay the night, watch from top twenty-five, and/or visit the casino

EDMONTON - TIAA CANADA WIDE GOLF DAY 2021

The Edmonton golf day was planned for August 23rd. Once advertised it was a quick uptake as folks were excited to get out and spend a day on the links together. The spring and summer had been record highs and little rain all year, despite this I had checked the course ahead of time and it was in great shape. With 24 registered golfers we planned our Tee off time for 8:00 am.

I was packing up my gear at about 6:30 am in a slight drizzle, which resembled the morning before, which had ended up being cloudy but warm throughout the day.

As I made my way to the course the rain worsened and temperatures weren't getting any warmer sitting about nine degrees. I arrived at the course around 7:00 am and by then it was pouring and getting windy. The course was deserted, in fact the only car in the lot belonged to the general manager Mark Beckwith. Mark Trevors my co-organizer arrived shortly afterwards.

Trevors and I went into Mark Beckwith's office who was speaking with his Superintendent and we heard the words "standing water" and "pools" describing the condition of the course. We soon learned that the golf day was a bust and that this would be the only day the course would be completely closed in 2021.

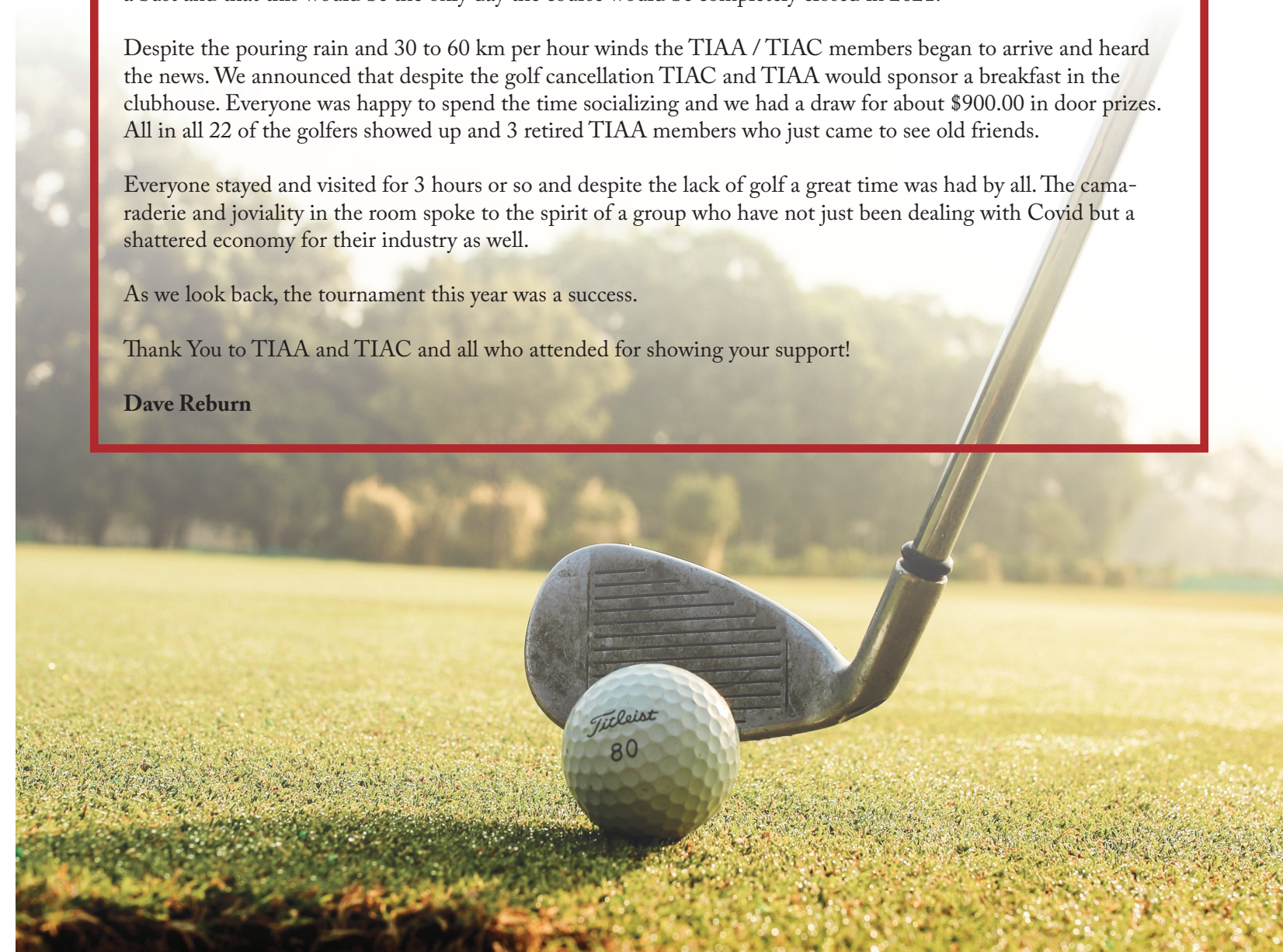
Despite the pouring rain and 30 to 60 km per hour winds the TIAA / TIAC members began to arrive and heard the news. We announced that despite the golf cancellation TIAC and TIAA would sponsor a breakfast in the clubhouse. Everyone was happy to spend the time socializing and we had a draw for about \$900.00 in door prizes. All in all 22 of the golfers showed up and 3 retired TIAA members who just came to see old friends.

Everyone stayed and visited for 3 hours or so and despite the lack of golf a great time was had by all. The camaraderie and joviality in the room spoke to the spirit of a group who have not just been dealing with Covid but a shattered economy for their industry as well.

As we look back, the tournament this year was a success.

Thank You to TIAA and TIAC and all who attended for showing your support!

Dave Reburn



Committee Reports

APPRENTICESHIP

SAIT TRAINING REPORT



At SAIT, we aim to provide our students with the tools, training and skillset they need to succeed in the workforce of today and tomorrow. Our vision to prepare students for successful careers and lives is made possible through the contributions and support from partners like Thermal Insulation Association of Alberta (TIAA). Your commitment to SAIT's School of Construction through the Insulator (Heat and Frost) apprenticeship program allows us to provide an exceptional educational experience to students and ensures graduates enter the workforce with the skills they need to succeed.

Since 2014, TIAA has acted as a champion of student success at SAIT and has impacted the lives of many students in SAIT's apprenticeship program. Your generosity will continue to shape the leaders of the future for many years to come. Thank you. In 2012, SAIT initiated the Insulator (Heat and Frost) apprenticeship program to deliver the kind of industry-ready, skilled graduates that TIAA advocates for in Alberta. Your commitment to promoting excellence in the insulation industry through support for this program has helped deliver well over 100 graduates who are making a difference in the workforce.

TIAA's support for the Thermal Insulators Restricted Fund has facilitated excellence in the way trades education is delivered at SAIT and helped create a positive learning environment for students during the COVID-19 disruption.

The initial \$30,000 from this fund were used to purchase a number of items for the program such as:

- Specialized shop tools such as: magnetic break, 4' shear (safety upgrade), power slitter, numerous hand tools such as aviation snips that wear out prematurely.
- Visual aids. Camera was purchased to stream demo's to overhead screen.
- Stools for students in shop
- Mock ducting for insulation installations.

The TIAA Fund has helped reduce the impact of students needing to learn from home and navigate the social distance requirements. Thanks to the fund, enough tools were purchased for each workstation and students did not need to share tools. As well, TIAA supported our instructors having to facilitate learning from home as we were able to purchase the required technology to provide a successful teaching experience for students.

The success of both SAIT and our students are a direct result of the generosity of our outstanding community. Your philanthropic support is at the heart of our accomplishments.

Thank you, Thermal Insulations Association of Alberta, for your support of SAIT and our students. Your commitment to our students helps build a brighter future for the thermal industry across Alberta and Canada. Your support allows us to deliver world-class hands-on education to students who will be the next generation of industry leaders.

Kind regards,

Jess Villeneuve

Academic Chair - School Of Construction
Southern Alberta Institute of Technology
403.612.9840
jess.villeneuve@sait.ca

Manufacturers

There were conversations around:

- What's happening in the raw materials world and having to pass down cost?
- How to keep communication line open so everyone is aware of price changes and supply changes
- Sharing of info and resources
- Technical and environmental information share and how manufacturers can use TIAA as a vessel to broadcast price changes from challenges with raw materials and sourcing materials
- Being mindful of discussions around pricing and keeping in line of the antitrust legislation
- Looking at a panel discussion on various industry

Suppliers

There were conversations around the causes of price increases such as:

- Extended lead time due to raw material shortage
- Container shortages
- Light density material allotments
- National disasters impacting the production of goods
- Suppliers are looking for communication from the manufacturers
- Suppliers are feeling like they are receiving price increases from someone every week
- Congratulations M Wedhorn on his retirement

6. Committee Reports

- Apprenticeship | SAT & NAIT | As Circulated
- Calgary Construction Association | No Report
- Innovators Committee
 - J. Low reported that:
 - Looking into ASM discount and info dissemination
 - MICA manual is being renamed the North America Commercial Industrial Manual | 9th edition
- Labour | No report
- Skills Canada Alberta | no report
- Social
 - Socials are being tentatively planned due to COVID such as an Autumn Golf tournament and 60th TIAA Anniversary at Westerner Park June 2022
- TIAC
 - It was reported that there is a mini conference tentatively being planned in Niagara Falls

7. New Member Plaque Presentations

No New members

8. Other Business

P. Pearson reported that:

- Membership update
 - New Members | No new members at this time
 - Membership renewal | 37 Companies

Supplier	Affiliate	Contractor - Open Shop	Contractor - Union	Manufacturer	
2020	2	13	15	10	11
2021	2	9	10	6	10
	0	-4	-5	-4	-1

- Thank you to Murray Wedhorn for his years of service

9. Adjournment

P. Pearson called for adjournment
Carried.

Committee Reports

TIAC

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THERMAL INSULATION ASSOCIATION OF ALBERTA

Well, our Province is extremely busy doing maintenance work all over the province for both union and open shop work. There seems to be no slow down the rest of the year for this. There are now bids coming out for new construction work but will most likely not start until 2023 with maybe module projects starting in the fall. Definitely the price of oil is having impacts on projects starting back up along with new technology that will push more projects into Alberta for future projects. Our major issues are trying to commit to material pricing on the bids that are coming in for both new work and maintenance which is very challenging.

We still do not have a union agreement yet for new construction. Very close but there are issues trying to nail down the commercial side. The unions have been very accommodating to enable projects across the province. There are module agreements signed that seems to accommodate the union contractors to stay competitive in this industry.

The bad news is the union contractors has voted to take out the TIAA/TIAC dues from the new construction agreement. We are trying our best to get a smaller amount included in the maintenance rate so all contractors can be included. We have been promoting TIAC with all of the contractors and to pay the TIAC portion when they pay their TIAA dues. Working on the new Denis formula is a great selling point for this.

Also, Jenny has taken a leave of absence from Association Plus who handles our TIAA stuff. Connie Pruden has taken over with still having assistance from Spryng Kubicek.

See you all in Ottawa in August.

STAY SAFE AND HEALTHY

Mark Trevors

Committee Reports

APPRENTICESHIP

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NAIT REPORT

NAIT's Insulator Program will continue to champion student success that is relevant and responsive to the needs of industry regardless of virtual or hands on training.

The NAIT Insulator Program has had great responses and success with the virtual aspect of teaching and learning and will continue to do so for the 22/23 intake. Our blended virtual/hands on classes are working well and are constantly being updated as technology advances and Instructor awareness to applications becomes available to them and implemented in our lesson plans. All our classes will continue to be in a blended format with students attending school for shop only. Our next class is August 29th and is a 1st year with 9 students registered to date.

Asbestos Removal courses continue to be offered at NAIT either through Continuing Education or Corporate and International Training. If you have any questions regarding Asbestos Removal courses or our Apprenticeship Program, we would be happy to answer them!

NAIT Insulator program staff are always looking for opportunities to visit Industry and to tour facilities to see what new technology and advanced practices you are incorporating into your projects. We are always on the lookout for pictures of workmanship and projects to showcase to our students and to incorporate into our curriculum.

Thank you for your continued support!

Fred Savoie

Program Chair - Insulator RSE/BSE Journeyman

School of Skilled Trades

P 780-378-7313 C 780-919-7559 E fsavoie@nait.ca

