

Construction TECH SUMMIT coming soon. Give us your problems and we will find solutions.



February 2017

Grand Valley Construction Association

The one source for all your construction information, education & resources

The Power of Immediacy

THE FUTURE IS NOW.

Personal procrastination is one thing because that vow to clean your desk is ultimately your problem alone. But business or problem-solving procrastination is altogether a different kettle of fish. Business procrastination is toxic and will kill your business and drive away good staff.

Business procrastination is when you wait too long to act upon an idea or an opportunity because it takes time, effort and usually some financial commitment. It's when an employee comes to you with an idea but you put it off because there seems to be too many challenges. How dare you? We all want employees to come to us with ideas and we as leaders have to do our best ---and quickly --- to help these ideas come to fruition. In many cases we can simply ask our employee what they need from us to succeed with their idea and how quickly do they need these resources. We often fall into the trap of thinking we have to do all ourselves, which leads to burnout and procrastination, or we think we need more facts to ensure 100% success. Well, there is no such thing as having all the facts, but there is a thing of "waiting too long and missing opportunity."

Today's employees are chomping at the bit to contribute and want to be able to effect change in the workplace. They have ideas and most of them are damn good ones.

What leaders need to commit to is a sense of immediacy and urgency. While everything can't be immediate (that's just how time works), fresh ideas need to be nurtured immediately or they will die from lack of attention. And your employees will find someone else to help them make their ideas grow.

What idea deserves your immediate attention today?



To connect with me, email me or call me. I am always here to help you.

Martha George, GSC
President, GVCA
519-622-4822, ext 123
[email](#)

STAY CONNECTED:



Upcoming Events

February 7 - Approved Working at Heights [Register](#)

February 7 - Building Code Compliance [Register](#)

February 10 - Energy Efficiency Program Info Session [Register](#) 11 am-12:30 pm (9 -10:30 am sold out)

February 17 - New Members Lunch - *by invitation only*

February 23 - GVCA Annual Ski Day at Osler [Register here](#)

February 24 - FREE Members Breakfast Seminar - Chainsaw Safety (must [register](#))

February 25- ACET 50 Years Celebration [Tickets on Eventbrite](#)

February 28 - GVCA AGM + Hall of Fame + Heritage Tributes [Register here](#)

March 7 - Approved Working at Heights [Register](#)

March 7 - Building & Managing Customer Relationships [Register](#)

March 9 - CCDC 2 Stipulated Price Contract @ GVCA [Register](#)

March 10 - A trade contractor's guide & checklist to construction contracts [Register](#)

March 17 -FREE Member's Breakfast Seminar -Importance of Fire and Life Safety Plans for the Workplace [Register](#)

March 27 - AON seminar - Environmental Law - How are you impacted [RSVP here](#)

The new GVCA.org quick links:

[Groups](#)

[Events Calendar](#)

[Education](#)

[News](#)

[My GVCA \(member login\)](#)

[CCA & CCDC Construction Documents & Seals](#)

Another Resource for Local Labour & Workforce Planning

The Workforce Planning Board is a community directed, non-profit corporation leading Waterloo Region, Wellington and Dufferin County in their approach to workforce development and labour market planning (as well as information).

<http://www.workforceplanningboard.com/>

ACET 50 Years Celebration

Please join us for an evening of memories and networking with the grads of Architecture Construction Engineering Technology from the past 50 years!



When

February 25, 2017

Where: Bingemans Conference Centre - Marshall Hall

425 Bingemans Centre Drive
Kitchener, ON N2B 3X7

Cocktails and Networking: 5:30 pm

Dinner: 7:00 pm

Entertainment (Amplified Midlife Crisis) - 9:00 pm

[Get Tickets at Eventbrite](#)

Please forward any pictures of classmates and facility from field trips and program functions to
Glen Good at glengood@rogers.com

OR

Jim Gerrard at jim@gerrards.ca



3 Events - 1 Night

1. **GVCA Annual General Meeting**
2. **Business Heritage Tributes**
3. **Hall of Fame Induction**

It's a jam packed night of GVCA business and pleasure as we wrap up our year with our AGM then honour members who have been in business for 25 years.

Hall of Fame: Tonight we induct Jim Schwindt into the GVCA Hall of Fame. Come and share in this evening of gratitude as we honour Jim's tireless commitment to our industry.

When: February 28, 2017

Time: 5:30 - 9pm

Where: Holiday Inn, 30 Fairway Road, Kitchener,

Cost: \$85 per ticket plus HST

[Get tickets here](#)

Taxing Health & Dental Benefit Discussion

COCA alerted the GVCA to the following issue outlined by the Canadian Society of Association Executives. It's worthy of paying attention to as it would have a significant effect/burden on group benefits plan participants.

"For the past few weeks there have been discussions that the Federal Government is considering adding Health & Dental benefits to the list of taxable items for individuals. This would result in a large tax burden to all group benefits plan participants and many will struggle to maintain current levels of quality care. This is a significant tax imposition to employees if implemented by the Federal Government. In addition, some employers may decide to scale back on their programs if the tax is implemented.

A number of associations have come together to address this issue and CSAE has offered to help in this regard. A website has been set up through which members and their staff can have their say to prevent this tax proposal from happening. The site is donttaxmyhealthbenefits.ca and I encourage you to visit it today and share the link. CSAE will also be writing to the Minister of Finance about the issue and liaising with the noted group of associations as well," says Michael Anderson, CAE| President & CEO of CSAE.

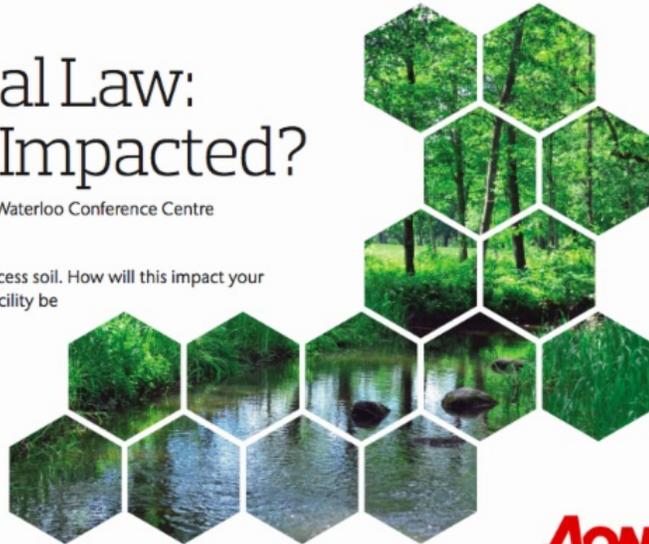
Aon Presents:

Environmental Law: How Are You Impacted?

Tuesday, 28 March 2017 | Holiday Inn Kitchener-Waterloo Conference Centre
30 Fairway Road South, Kitchener

Rules are changing on how companies manage excess soil. How will this impact your operations going forward? Also, will your surety facility be impacted by the proposed changes to the Construction Lien Act?

8:00 a.m. – 10:30 a.m.
Includes continental breakfast



Risk. Reinsurance. Human Resources.

AON
Empower Results®

What you learn

This discussion will highlight the application and interpretation of environmental laws and how they can impact your organization. We will review the powers of the MOECC with court case examples and discuss current prosecutions with a focus on personal liability of corporate directors and officers. The insurance risk transfer was also adapted in Ontario; Aon will provide an overview of the risk transfer products and tips to minimize your unknown environmental risks. Attendees will also learn the changes the Ontario government is proposing to excess soil management.

Speakers

Willms & Shier Environmental Lawyers LLP
John Georgakopoulos, Partner, Certified Specialist in Environmental Law
Matthew Gardner, Senior Associate

Aon Risk Solutions

Justin Perry, Vice President and National Practice Leader, Environmental Services Group
Jennifer Drake, Vice President and Legal Consultant, Legal and Research Practice
Bill Harshaw, Account Executive, Construction Services Group | Surety
Brian G. Taylor, Senior Claims Consultant, Claims Department

Terra Nova Environmental Services Inc.

J.P. Marini, President

EXG Environmental Engineers

Grant Walsom, B.A.Sc., P. Eng, QP, Partner

Who should attend?

Owners, senior management, and those responsible for the risk management of companies that have questions about environmental regulations or deal with chemical or hazardous waste streams or have the potential for spills.

RSVP to Judi Smith at judi.smith@aon.ca or 289.313.2663



COMING
SOON

2017
CONSTRUCTION

TECH
SUMMIT

GVCA will be hosting a 2017 Construction Tech Summit where you can learn about the latest technology that can help your business processes.

Let us know your problems that you are facing in your business and we will find the solution.

More details will be available soon!

[Contact us](#) for more information



22nd Annual
Conestoga Golf Classic

Tuesday, May 30, 2017!

Whistle Bear Golf Club



**Conestoga is pleased to announce their 2017
Conestoga Golf Classic Honouree -
It's our very own Martha George!**

Martha George has been a long-time supporter of the Conestoga community and served multiple terms on the college's Board of Governors. She maintains an

ongoing interest and active involvement in Conestoga's skilled trades and apprenticeship programs and dedicates time to connect with students and employees through numerous guest speaker appearances and participation in various college initiatives.

As a business leader Martha has become a tireless advocate and champion for the construction industry. She was appointed Grand Valley Construction Association president in 2005 and prior to that served as the association's Board chair. She has also served as vice president of George Masonry Ltd. and is a Gold Seal Certified estimator.

George also serves the community through her involvement on various advisory boards and associations including the Canadian Construction Association, the Council of Ontario Construction Associations, the Waterloo Region Economic Development Corporation, the Editorial Advisory Council for the Daily Commercial News and the Board of Governors for the University of Waterloo. In 2012, she was honoured with the Queen's Diamond Jubilee medal for the significant contributions she has made to the construction industry in Canada.

When: May 30, 2017

Where: Whistle Bear Golf Club

REGISTER NOW!

To register for this always sold out tournament, buy your [tickets here](#)

Sponsorship opportunities: [Download sponsor package](#)

Safety Group Lite: Guaranteed to Make you Better in Every Way, Every Day.

We understand that not all of our members have the time and resources to dedicate to this program. That's why we created Safety Group Lite - a miniature version of the principal Safety Group that is a great way to start developing important elements of your health and safety management system, and to get a taste of the full program.

Safety Group Lite runs concurrent with the full Safety Group program, and includes:

- monthly meetings and industry expert presentations
- two hours of consulting time with our group facilitator
- opportunities to network and participate in group discussions

Unlike the full Safety Group program, no members are audited for performance in Safety Group Lite, nor are they able to share in any premium rebates earned by full group members. Contact [Sarah](#) for more information or to sign up immediately!

Cost is \$1200 plus HST for one year membership.



Young Professionals Wanted

UPDATES - NETWORKING - EVENTS
Connect with LinC members and receive instant updates on upcoming events and Coffee Connection seminars

Young, Smart and Need Friends in the Business? Join LinC

Joining the Leaders in Construction chapter will help boost your knowledge, network and fun factor.

[Click here to join Linc](#)

STAY CONNECTED with LinC. Join our online conversations.



Education courses are
emailed out separately.

Or read the entire training and education listings online at [GVCA's education page](#)

Quick Links

[GVCA Website](#)

[Bidding Opportunities](#)

[Member Directory](#)

[Purchase CCA CCDC Forms](#)

[Connect with COCA & CCA](#)

You're always invited to the GVCA Office!

How to get in touch with us:

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The GVCA Team:

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STAY CONNECTED:

