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 Ontario Sheet Metal  
Contractors Association

# CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

## INDUSTRY EVENT



## Set Sail on the Extraordinary

Join OSM Aboard *Transcend Connect* for an Unforgettable River Cruise Experience

By STEPHEN COOK, Lorandus –  
A One10 Company

**I**magine being the first to embark on an experience that redefines European river cruising – an adventure born from vision, collaboration, and a passion for extraordinary hospitality.

It all began in the spring of 2021. The world was cautiously emerging from

lockdowns when, from my pandemic-protected office, the phone rang. On the line was Mathew Solar, founder of Transcend Cruises, whose infectious enthusiasm for innovation was undeniable. That single call sparked a professional journey as transformative as Transcend itself – a brand poised to redefine the river cruise industry.

Introduced by a fellow board member

from the incentive travel sphere, Mathew was deep in the ‘discovery’ phase, searching for insights to shape a concept unlike anything on Europe’s waterways. He was determined to build a vessel tailored for the high-end group market – something exclusive, curated, and completely removed from the typical offerings found on Main Street. Instead, Transcend

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## Ontario Sheet Metal Contractors Association

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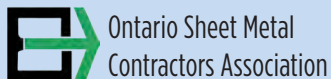
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**Jim Warner**, Director  
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**Tony Morganelli**, Executive Director  
Ontario Sheet Metal Contractors Association

**Crossflow** is the official marketing publication of the Ontario Sheet Metal Contractors Association. Circulated four times per year, the e-newsletter is designed to provide association news and program updates, government affairs information, educational opportunities, as well as updates on current industry trends.



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# Set Sail on the Extraordinary

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would serve corporate groups and third-party planners – like Lorandus – offering a direct, bespoke approach.

That first conversation evolved into

a series of dynamic collaborations, each bringing together experts united by a vision to create a river cruise experience that would truly transcend expectations. Now, with the imminent launch of Transcend Connect, we invite you to join us for the next chapter of this journey.

On April 19, 2026, the Ontario Sheet Metal Contractors Association (OSM), in partnership with Lorandus, will embark on its annual convention aboard this truly visionary vessel. More than a cruise, this journey will be an opportunity to connect, be inspired, and share unforgettable experiences.

So why register for the OSM Convention aboard 'Transcend Connect? Be-

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## The 2026 Itinerary...

- **Frankfurt**, Germany – April 19, 2026
- **Mannheim**, Germany – April 20, 2026
- **Koblenz**, Germany – April 21, 2026
- **Bonn & Cologne**, Germany – April 22, 2026
- **Nijmegen**, Netherlands – April 23, 2026
- **Kinderdijk & Rotterdam**, Netherlands – April 24, 2026
- **Amsterdam**, Netherlands – April 25, 2026 (arriving in the evening, overnight and debark on April 26, 2026)

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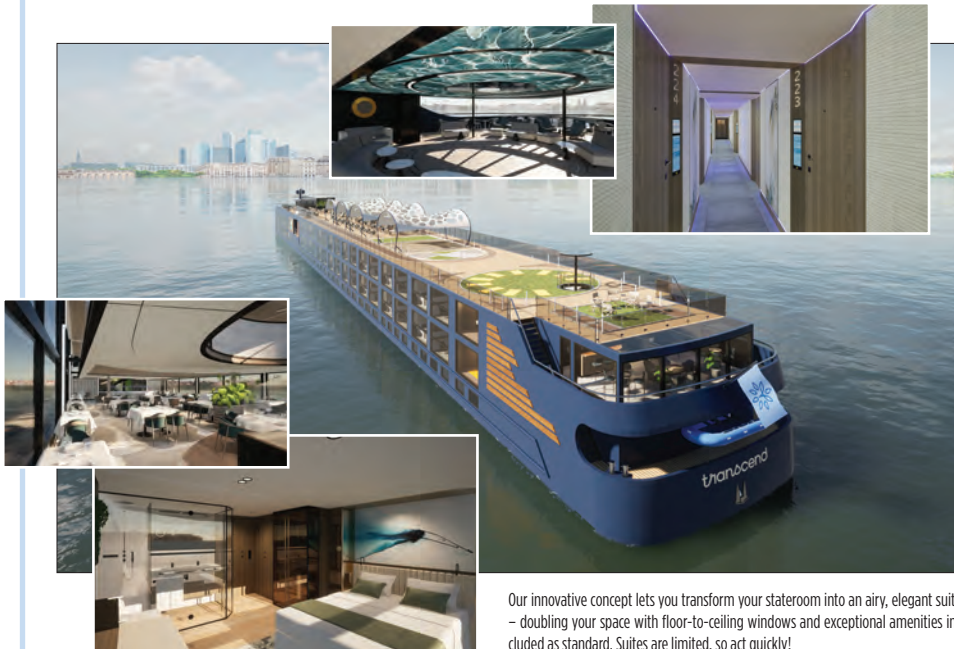
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# Set Sail on the Extraordinary

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Our innovative concept lets you transform your stateroom into an airy, elegant suite – doubling your space with floor-to-ceiling windows and exceptional amenities included as standard. Suites are limited, so act quickly!

cause we believe every journey should feel like the beginning of something extraordinary. Our team is crafting an experience designed to surprise and delight – whether this is your first voyage or your fifth. Every detail is being considered, and you, our valued members and guests, are at the heart of it all.

Don't miss your chance to be at the

forefront of this revolution. OSM and Lorandus are curating exclusive experiences to ensure each attendee is captivated from the moment they step aboard. Picture yourself gliding along the serene Rhine River, watching historic towns drifting by as you relax in a luxurious space designed for connection and comfort.

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## The Fun Facts...

- **Super-Size:** 135 metres (443 feet) longer vessel – bigger than a standard city block.
- **VIP Vibes:** Accommodates up to 120 guests in reconfigurable staterooms and suites.
- **Epic Events:** Host your next big moment in The Forum amphitheatre or The Studio – packed with world-class tech.
- **Green Machine:** Features low-emission engines, electric thrusters, and a food-waste reduction system. Sustainable AND stylish!
- **Taste Local:** Onboard cuisine is locally sourced and oh so delicious!
- **Next Level:** Transcend Evolve, the sister ship, launches in quarter two 2026 – Stay tuned!

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## LEGISLATIVE UPDATE

### Ontario's Bill 190: Washroom Cleaning & Logbook Become Mandatory on Job Sites

Ontario's Bill C-190, officially known as the *Working for Workers Five Act, 2024*, ushers in important updates to the Occupational Health and Safety Act (OHSA) – particularly around washroom access and cleanliness on construction sites. This wide-ranging legislation, aimed at improving workplace standards, includes two major phases set to take effect:

#### Phase 1 – Starting July 1, 2025: Cleanliness + Logging

• **Clean & sanitary washrooms:** Employers are now required to ensure that any washroom facilities – like toilets, showers, urinals, or clean-up stations – provided for workers are maintained in a hygienic and sanitary state.<sup>1</sup>

• **Cleaning records:** Logging of washroom cleanings must begin. Employers/constructors must keep records of the cleaning dates and times.<sup>2</sup>

#### Phase 2 – Starting January 1, 2026: Record Visibility & Durability

• **Transparent record display:** Cleaning logs must be posted visibly – either near washroom entrances – or made available electronically, with clear direction for workers on how to view them.<sup>3</sup>

• **Extended duties for constructors:** Under Regulation 482/24, employers are required to keep comprehensive records regarding servicing, cleaning, and sanitizing of toilets, urinals, and clean-up facilities for the past six months or the duration of the project (whichever is shorter).<sup>4</sup>

## Message from the Executive Director

**T**his year, we accomplished several significant milestones. The most notable was completing the review of our by-laws and articles to comply with the Ontario Not-for-Profit Corporations Act, 2010 (ONCA) legislation. After a lengthy process the final version was presented to members for approval, and the revised changes were accepted by vote from the membership.

The goal was to correct years of inconsistencies and modernize the association's framework by establishing a playbook for years to come with greater transparency for members.

The transition to our banking has also been finalized – a minor issue compared to other matters being dealt with this year – but still an important operational improvement.

The focus for much of the year has been negotiations. We met with the conference early on – in December 2024 – with the intent of establishing guidelines and benchmarks for the 2025-2028 round. The goal was to create a framework that would allow local bargaining to be completed before sitting down at the provincial table, as had traditionally been the case in previous rounds. Unfortunately, that was not to be.

The conference took a globalized approach to bargaining, harmonizing their demands across all areas of the province, likely the result of having several new business managers.

There were also changes within OSM's Labour Relations Council. A new Chair, Aimee Eden, was appointed, and I was new to the provincial bargaining process. However, we were both supported by OSM's veteran Labour Relations Council.

This year's bargaining also brought to a close the lengthy negotiations for the new Testing and Air Balancing, Appendix P. The Conference has also reaffirmed its commitment to establishing the Sheeting and Decking training that was previously agreed to under the Letter of Understanding. In addition, all local matters have been resolved. However, as reported in OSM's Bulletin, three issues remain and will be addressed through interest arbitration.

Despite this year's challenges and threats of strike, OSM averted a walkout and for the first time, the Conference and OSM agreed to arbitration.

I would like to recognize and thank the Council for their dedication and hard work. I would also like to thank Aimee Eden for her outstanding performance.

We are now at a stage of exchanging briefs, with mandatory mediation to follow. If no resolution can be reached through the mandatory mediation, the arbitrator will consider each position before making a final determination. We expect this to conclude by late September or early October.

On a lighter note, the 2025 Portugal convention was a great success. The Public Relations Committee and Lorandus spend hours on planning to ensure that an excellent program was delivered – they did not disappoint!

This year's convention featured a new SMACNA component, highlighted by the participation of President Elect Todd Hill (Tammy Hill) as our special guest, along with inspiring presentations from motivational speakers Rebecca Klein and Keith Scott. OSM extends its thanks to SMACNA for contributing to the success of the 2025 convention.

With one of the highest turnouts on record and overwhelmingly positive feedback, the event set a strong foundation for next year's convention – also featured in this issue of *CROSSFLOW* – which is already generating considerable excitement and interest.

In short, this year has been defined by bargaining efforts, which are still ongoing. We look forward to resolving these matters soon as I look forward to meeting with members across the province.

– Tony Morganelli, OSM Executive Director



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## Set Sail on the Extraordinary

Our innovative concept lets you transform your stateroom into an airy, elegant suite – doubling your space with floor-to-ceiling windows and exceptional amenities included as standard. Suites are limited, so you'll have to act quickly! And if you don't secure a suite, the entry-level staterooms on Transcend Connect offer six-star comfort, beautifully appointed for ultimate relaxation and enjoyment.

This is your chance to join us and secure your place on this extraordinary journey. Be part of a story where history meets innovation, and every moment feels like the start of something truly remarkable.

OSM is all about creating unforgettable onboard fun – from mouthwatering gourmet bites and lively chats about the ports of call to plenty of time for dancing, sipping signature cocktails, and raising a glass to great music and even better company.

A registration link for the 2026 OSM Convention will be available soon. *Stay Tuned!*





## ASSOCIATION UPDATE

# OSM Welcomes Megan Stafford & Peter Dietrich to Board of Directors

The Ontario Sheet Metal Contractors Association (OSM) is proud to welcome two new directors to its Board of Directors: **Megan Stafford** (*Director representing London*) and **Peter Dietrich** (*Director representing Wellington Waterloo*). Both bring fresh perspectives as members of the next generation of company leaders, following in the footsteps of their fathers.

Although Megan's family business, Lor-Don Ltd., has been part of the industry for 50 years, her own career in sheet metal began just four years ago. Prior to that, she spent 16 years as a teacher – a profession she had always envisioned for herself.



Megan Stafford  
London Director

That changed after she took her two sons on a tour of the Lor-Don shop, run by her father (George Gallant) and her brother (Sam Gallant). Seeing the business from a new perspective sparked a career shift.

"Teaching had become somewhat difficult, with a lot of political issues," Megan explained. "It was time for a change. When I approached my family, they were ecstatic that I wanted to come on board."

Now serving as office manager and health & safety officer, Megan brings a wealth of transferable skills to the industry – presentation, negotiation, and, of course, a teacher's ability to communicate and engage.

While initially hesitant to take on a leadership role within OSM, a conversation with other directors at the recent OSM meeting in Portugal inspired her to accept the invitation.

"OSM was very interested in bringing in younger generations and add more di-

versity to the board," she said. "I'm new to this, but I'm eager to learn – and I'm fortunate to have experienced directors, including my dad, ready to guide me."

As a director, Megan aims to champion educational outreach to encourage young people to explore careers in the trades. With two boys in Grades 7 and 9, she sees firsthand how little information students often receive about opportunities not only in the sheet metal sector, but the trades in general.

"We've made some progress, but there's still a lot of work to be done," she noted, adding that increasing involvement in schools is key to building awareness and inspiring the next generation to consider careers in the sheet metal industry.

Beyond her board role, Megan is excited to help grow Lor-Don Ltd. and remain engaged in an industry that continues to evolve.

"I taught for so long that I didn't see how much the industry had grown," she said. "Every day brings new customers, new technologies, and new challenges. I'm looking forward to contributing to the board's work and encouraging younger generations to get involved."



Peter Dietrich  
Wellington Waterloo Director

Peter serves on the Labour Relations Committee, chairs the Provincial Training Trust Fund Committee, and represents the Ontario Chapter of SMACNA.

Peter's career path, however, didn't start in the sheet metal trade. After earn-

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## EDUCATION



## OCS Talks – Episode 4: Becoming an Apprentice and Training Tomorrow's Labour Force

The latest episode of *OCS Talks* explores the journey of becoming an apprentice and the vital role trades training centres play in developing tomorrow's skilled workforce.

In this episode, podcast host Brian Barron, features Scott Wood, Provincial Training Director of the Ontario Sheet Metal Workers Training Centre, who provides a behind-the-scenes look at how modern training facilities equip apprentices with the knowledge, skills, and confidence to excel in the trades.

From hands-on technical instruction to safety certifications and mentorship programs, trades training centres offer far more than classroom learning – they provide a comprehensive pathway from a newcomer's first day to achieving the status of a highly skilled journeyperson. Scott discusses:

- How training centres bridge the gap between theory and practical application.
- The importance of industry-driven curriculum that adapts to evolving construction technologies.
- The role of mentorship in

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## OSM Welcomes Megan Stafford & Peter Dietrich to Board of Directors

ing an undergraduate degree in environmental science and biology from the University of Waterloo, and starting a master's degree in microbiology at the University of Guelph, Peter stepped away from academia to help run the family business when both his parents were diagnosed with cancer.

"I came to help them out and never left," he said. "Both healthy now, my mother is now retired, and my father is too – although he still comes by on occasion to keep himself busy."

Peter had been around the business for as long as he could remember – whether sweeping floors on weekends or lending a hand when needed – so the transition felt natural. His father, Mike Dietrich, was deeply involved in OSM, including serving as chair of the Labour Relations Committee, giving Peter early exposure to the association's work. His mother, Hilda, was also heavily involved in the daily operation of the business.

"If you want the industry to do well and you have opinions on how things should go – especially in today's rapidly changing environment – you need to be involved," he said.

Like Stafford, Dietrich is committed to boosting awareness of the trade among young people. He also recognizes the importance of strong labour relations in the unionized sector.

"It's not one of the better-known trades, so we need to generate interest," he said. "We represent union contractors, so it's important to maintain a good relationship with the union. It's not

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# Ontario's Bill 190

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## Construction Sites:

### A Closer Look at the New Rules

Ontario's construction regulations already established baseline standards – now strengthened under Bill C-190: Pre-existing Requirements (O. Reg. 213/91).

#### • Adequate number of washrooms based on workforce size, with scaling:

- o One to nine workers → one facility
- o 10–19 → Two
- o 20–39 → Three, and so on up to over 119 workers → Seven + one per additional 30 workers.<sup>5</sup>

#### • Privacy & accessibility:

- o Toilets must have open-front seats, self-closing lockable doors, ventilation, and full enclosure.<sup>6</sup>
- o Women-friendly provisions: If both genders are employed, at least one women-only facility must be present and include menstrual product disposal.<sup>7</sup>

#### • Clean-up stations:

- o Ideally with running water, soap, and paper towels.
- o If not feasible, alcohol-based hand sanitizer (minimum 60 per cent) is required.<sup>8</sup>

#### • Menstrual products (since Jan 1, 2025):

- o On projects expected to last three months or longer with 20+ workers, employers must provide free tampons and pads in clean, private, accessible locations.<sup>9</sup>

These baseline rules are now reinforced by Bill C-190's cleaning and record-keeping mandates.

## Why It Matters: Safety, Dignity, and Inclusivity

### 1. Health & Hygiene

Maintaining clean and sanitary facilities helps curb the spread of illnesses, supports worker morale, and promotes overall productivity.<sup>10</sup>

### 2. Accountability through Transparency

Visible cleaning logs (digital or physical) create a stronger deterrent for neglect and empower workers to hold employers accountable.<sup>11</sup>

### 3. Equity on the Job Site

With improved sanitation, private washrooms, and free menstrual products, Ontario is removing barriers for

women in the trades – moving toward a more welcoming, inclusive environment.<sup>12</sup>

### 4. Innovation & Compliance Tools

Companies like Bunzl offer solutions like CleanWatch™, which offers digital cleaning logs via QR codes and real-time tracking to simplify compliance.<sup>13</sup>

## Final Thoughts

Bill C-190 marks a meaningful step forward for construction workers across Ontario. Cleaner washrooms, open access to logs, and more inclusive facilities are not just legal mandates – they're investments in worker dignity, health, and industry reputation.

As enforcement begins, constructors and employers should:

- Review current washroom practices and record-keeping,
- Choose reliable compliance tools (digital platforms, physical log systems),
- And prioritize worker access and transparency now – well before enforcement deadlines arrive.

For more information on Ontario Bill C-190 [click here](#).

## Footnotes

<sup>1, 3, 10</sup> Ontario Government – *Maintaining clean washroom facilities for workers*.

<sup>2</sup> Legislative Assembly of Ontario - Bill 190, *Working for Workers Five Act*, 2024.

<sup>4</sup> Littler Mendelson - *Ontario Announces Effective Date and New Regulations Governing OHS Act Changes Related to Washroom Facility Maintenance*.

<sup>5, 6, 7, 8, 9</sup> Peninsula – *Ontario OHS Act Changes for Construction Washrooms: A Detailed Guide for Employers*.

<sup>11, 13</sup> Mero – *Ontario Bill 190: New Washroom Compliance Requirements for Employers*; Stewandry Cleaners – *Bill 190 and Washroom Compliance*; Global Newswire – *Bunzl Helps Employers with Washroom Hygiene Legislation Compliance*.

<sup>12</sup> HR Law Canada – *Ontario requiring cleaner washrooms on construction sites, women-only facilities*



## INDUSTRY EVENT



# OSM Members Experience the Charm of Portugal

In March 2025, members of the Ontario Sheet Metal Contractors Association gathered in Cascais, Portugal, for an unforgettable week of business, culture, and connection. Set against the stunning backdrop of the Atlantic Ocean, Cascais offered the perfect balance of old-world charm and modern vibrancy, where historic fortresses, colourful markets, and seaside promenades met world-class dining and contemporary galleries. The Grande Real Villa Italia Hotel & Spa, a former royal residence, provided a luxurious retreat throughout

the trip.

A highlight of the week was the business session, held in collaboration with SMACNA, featuring internationally recognized speakers Keith Scott and Rebecca Klein of TALLsmall Productions. Their dynamic presentation challenged members to think differently about communication, leadership, and personal presence, leaving the room energized and inspired. The session reflected OSM's commitment to professional growth and its strong partnership with industry lead-

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## SMACNA EVENT



## SMACNA to Host 2025 Annual Convention in Maui, Hawaii

The Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) has confirmed that its 2025 Annual Convention will take place October 19 to 22 in Maui, Hawaii. Widely regarded as one of the industry's premier events, the convention will gather contractors, leaders, and business partners from across North America for four days of collaboration, education, and networking.

The program will feature a comprehensive range of keynote presentations, technical sessions, and business-focused workshops designed to address emerging trends and ongoing challenges in the mechanical contracting industry. Areas of focus will include workforce development, technological innovation, leadership, and strategies to support long-term business growth.

In addition to its robust educational agenda, the convention offers valuable opportunities for industry professionals to strengthen relationships, share best practices, and explore solutions that will shape the future of the sector. With Maui's world-class setting providing a backdrop for this gathering, the 2025 SMACNA Annual Convention is positioned to be a landmark event for the industry.



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## OSM Welcomes Megan Stafford & Peter Dietrich to Board of Directors

always a flat road, but we have to recognize we need each other, and we have to work together to represent the industry as a whole.”

For those considering involvement with OSM, Dietrich offers simple advice: just start the conversation.

“Before I joined the board, I could call OSM anytime with a question and get an answer,” he said. “People just need to reach out and start a conversation – it’s the best way to start to understand what the board is all about.”

For more information about the Ontario Sheet Metal Contractors Association or its Board of Directors, visit [www.osmca.org](http://www.osmca.org).

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## Becoming an Apprentice and Training Tomorrow’s Labour Force

helping apprentices navigate challenges and build professional confidence.

- How collaboration between unions, contractors, and training providers ensures apprentices are job-ready from day one.

For those considering a career in the skilled trades – or for employers seeking to understand the value of apprenticeship training – this episode offers a valuable perspective on how Ontario is preparing its future workforce.

Listen now on [Spotify](#) or [Apple Music](#) to discover how apprenticeship training shapes not only careers, but the strength and sustainability of the industry.

## OSM Members Experience the Charm of Portugal

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ers across North America.

Beyond the business agenda, members immersed themselves in Portugal’s rich culture and breathtaking scenery. From the fairy-tale palaces of Sintra to the lively streets of Lisbon, every experi-

ence blended history, beauty, and discovery. The President’s Dinner at the historic Adega Colares Winery capped off the week in true Portuguese style – with exceptional wine, authentic cuisine, and the moving sounds of live Fado music.

