

Family Skate Day

The Young Leaders Group (YLG) are hosting the HHCA's first annual Family Skate Day on Saturday, February 21 at Mohawk 4 Ice Centre. The YLG are encouraging all HHCA members to bring their families to come out for a great afternoon of skating and family fun. This event is free to all HHCA members and their families. Skating will run from 2:45 p.m. until 4:45 p.m. Following skating, a reception room has been reserved to enjoy some light snacks, beverages and an opportunity to network with other members.

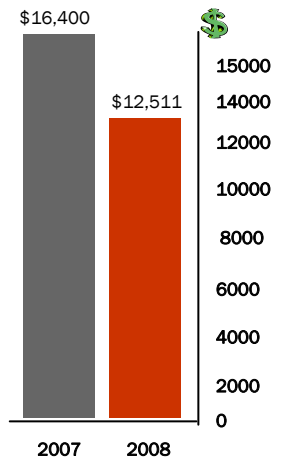
Come early and kids will have the opportunity to meet the Hamilton Bulldogs mascot, Bruiser and have their picture taken with him!

Sponsorship opportunities are available for this event as well. For more information please contact Sandy Alyman at 905-522-5220 or by email sandy@hhca.ca.

To register for this event, visit the HHCA website to download a registration form or call the HHCA office at 905-522-5220 to have a form faxed to you.



THANK YOU TO OUR
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TO HABITAT FOR
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City of Hamilton Economic Future Open Houses

The City of Hamilton wants your input as it develops it's strategy for Hamilton's economic future. Please plan to attend any of the open houses listed below and have your say in moving our economy forward.

Wednesday, February 4, 2009 (Hamilton Mountain including Glanbrook and Mount Hope)
6:00 p.m. - 9:00 p.m. Sackville Seniors Centre. 780 Upper Wentworth Street.

Monday, February 9 (Ancaster & Dundas) 6:00 p.m. - 9:00 p.m. - Morgan Firestone Arena,
Meeting Room B. 350 Jerseyville Road West.

Tuesday, February 10, 2009 (Flamborough) 6:00 p.m. - 9:00 p.m. - Hamilton Technology
Centre. 7 Innovation Drive.

For more information, please visit www.investinhamilton.ca or call 905-546-4222.

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**Safety Tip of the Month:
Ladders: What MOL
Inspectors Look For**

The next time MOL inspectors visit your site, they will be looking for safe ladder use. Here are a few things you should do to make sure you are in compliance.

Maintain 3-point contact. This means one hand and two feet, or one foot and two hands have to be on the ladder at all times.

Don't overreach. When standing on the ladder, avoid reaching forward, backward, or to either side. Keep your body between the side rails.

Don't carry tools or supplies up or down a ladder. When you are carrying something, it usually prevents you from maintaining 3-point contact. Having something in your hands can also make it more difficult for you to maintain your balance.

Tie off the ladder. The Construction Regulation requires the top of ladders to be properly secured. This should prevent the ladder from getting bumped or hit out of position.

Never stand on the top step or pail shelf of a step ladder. You shouldn't stand higher than the second step from the top.

Make sure ladders are set up properly. Ladders should be angled 1 foot out of every 3 to 4 feet up. If a ladder is set up too steep or too gradual an angle, it can be dangerous. For more detailed information about ladder safety, go to:

www.csa.org/UploadFiles/Safety_Manual/Equipment/Ladders.pdf.

Source:
CSAO
2-Minute News, December
2008

Hamilton Calling Program

In April of 2008, the Economic Development and Real Estate Division launched it's "Hamilton Calling" program. Since then, the division's Business Development Officers have been meeting with Hamilton's top employers and engaging them in a comprehensive 90-minute survey. The survey's 40 questions cover everything from growth and expansion plans, labour needs and research and development investments to opinions about city taxes, planning processes, infrastructure and development charges. An aggressive target of 250 companies was established for 2008, with the hope of reaching 350 in 2009.

The latest technology is also being used to assist in this work. The first is the Synchronist System. This is an internet based software tool designed to organize, analyze and report company information derived from an intensive 2-hour interview. The greatest benefits being that it provides incredible insight into the dynamics of the local economy by identifying

companies with the best growth potential, by predicting companies at risk, and by measuring a city's strengths and weaknesses in comparison to other municipalities. The second investment is Sales Force which is a web -based Contact Resource Management (CRM) tool that streamlines customer relationship management. Sales Force enables staff to build detailed profiles on our local companies and international contacts and then immediately connect them to important economic development initiatives (i.e. trade mission, new funding programs, etc.) related specifically to their business.

This program has already had an immediate effect for one Hamilton company. Sunrise Metals is an international recyclable metal wholesaler and distributor who was recently looking to expand its Canadian operations.

"This program not only came along at the perfect moment for my company, but played

a large role in helping it grow." says Amandeep Singh Kaloti, President of Sunrise Metals. "Economic Development staff were attentive to my business needs, introduced me to key contacts at the Port Authority where I eventually relocated, and helped make for a very smooth transition."

Sentiments echoed by the Hamilton Port Authority. "Hamilton Calling" yields results for business in Hamilton," said Port Authority Vice-President of Marketing and Business Development Ian Hamilton. "Through a connection facilitated by Economic Development, Sunrise realized the opportunity for operational efficiencies provided at the Port and the move reflected the Port's strategy to develop throughput cargo flows and short sea services.

If you are interested in the Calling Program call the Economic Development & Real Estate Division at 905-546-2424 ext. 4222 or email economicdevelopment@hamilton.ca.

2009 HHCA Curling Bonspiel

Don't miss your chance to participant in the HHCA's Annual Curling Bonspiel on Wednesday, March 4 at the Dundas Valley Golf & Curling Club and Dundas Granite Club.

This year you will have a chance to enter a 50/50 Closest to the Button contest. To register, please visit www.hhca.ca or call the HHCA office at 905-572-9166 to have a registration form faxed to you.



Construction Law Update

In *Blockwall Masonry Limited v. Arcaio Design* a subcontractor rendered its invoice claiming it was 100% complete. A period of 45 days expired since the subcontractor last appeared on site.

Subsequently, the subcontractor re-attended the site to perform legitimate work. The Court found its lien was out of time and the last attendance inside the 45-day period was an attempt to resurrect its expired lien. The same principle would also apply if you are a subcontractor and the general contract was either cancelled or abandoned and the last work you had performed was 45 days prior to the cancellation or abandonment.

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HHCA Upcoming Events & Seminars

Annual Meeting & Dinner	Feb05
Family Skate Day	Feb21
Curling Bonspiel	Mar04

If you are interested in participating in one of these seminars/events, registration forms as available will be online at www.hhca.ca

Notice to Members

Current copies of both the Canadian Construction Association newsletter and the Council of Ontario Construction Associations newsletter are posted online on the HHCA web site.

To view, please visit www.hhca.ca

The Exchange is a newsletter produced by the Hamilton-Halton Construction Association

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Please contact HHCA staff if you have any comments or suggestions.

The Hamilton-Halton Construction Association is a non-profit organization whose members (builders and related professionals) are actively engaged in the Industrial, Commercial, Institutional (ICI) construction industry within the Hamilton and Halton areas. For over 80 years, the HHCA has served the needs of its members and the community by promoting excellence in structures for commercial enterprises and construction safety.

Together we bring workplace safety into focus!

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Health

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- Drug and alcohol screening
- Employee Wellness Programs
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- Physical Demands Analysis/ergonomic assessments/functional ability evaluations
- Basic or advanced medical care to provide the best treatment for your workers and ensure their timely return to work
- Health & Safety training, including Basics of Supervision
- Experience rating review and advice

Safety

- Project Site Safety Coordinators, full or part time
- Workplace audits / inspections
- Assistance with "Due Diligence" OH&S compliance & development of OH&S policy and procedures
- Training/advising personnel in safety leadership and statutory requirements regarding hazard identification/management, environmental concerns and risk analysis
- Hazardous Materials / Conditions Management
- Joint Health & Safety Committee (JHSC) meetings
- A proven, pro-active behavioural-based approach to workplace health and safety
- Safety group administration

Return-to-Work Claims' Management

Wellington at Work has substantial experience assisting employers in all areas of claims management. In the event of an accident, our consultants ensure that the incident is thoroughly investigated and reported. We provide: medical releases • direct communication with doctors, physiotherapists, counsellors, etc. • return-to-work planning • ongoing plan monitoring and facilitation • functional assessments/PDA's.

Drug and Alcohol Testing

Such testing is mandated in several conditions: pre-placement; post-incident; reasonable suspicion; random; return-to-work; compliance with rehabilitation upon return to work. WAW has an on-site Medical Review Officer, licensed to interpret drug and alcohol tests, Dr. Joel Yellin MD, MRO. We also provide the opportunity to purchase a Drug and Alcohol Policy written by a leading Toronto legal firm specializing in employment law.

Human Resources Management

We provide the tools and strategies necessary for an efficient HR management program, allowing your employees and managers to stay focused on their core tasks. We assist with: policies & procedures development • job summaries • employee reviews • labour relations • advice on changes in employment laws, regulations and guidelines • consultations on employee discipline and terminations • staffing solutions.

Wellington at Work's fully equipped, one-stop facility is conveniently located at:

Hamilton Community Health Centre, Suite M1-414 Victoria Avenue North, Hamilton, Ontario L8L5G8.
Phone: 905-529-7272. email: info@wellingtonatwork.com www.wellingtonatwork.com

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