



CFBA News



Newsletter of the Canadian Farm Builders Association

Winter Newsletter 2013

Presidents Letter

We are at the close of another great summer full of new topics and successful events put on by CFBA. We strive to stay on top of all the new changes in the construction industry with Ministry of Transportation, Workplace Safety and Insurance Board, Ministry of Labour, Ontario Farm Building Code, and the Council of Ontario Construction Association.

Changes are a big part and will stay a big part of the construction industry for years to come. As fast as they change we will find it harder and harder to stay in touch with all that goes on. Thank you to Mike Parker who manages all that goes on behind the scene at the CFBA and keeps us and our web site up to date and the information flowing to all members this is no small task.

Please keep in mind that we are always looking for new members and individuals that would like to be part of the board. Don't forget to set the date for the AGM conference and send in your photos for the project of the year.

I would like to thank all the CFBA board of directors for their time and to all our members for your on-going support;

From the CFBA board of directors, my family and I, we wish everyone a very Merry Christmas and Happy New year.

Set goals - follow your dreams. "The trouble with not having a goal is that you can spend your life running up and down the field and never score."

Thank you



Mark Cook
President
Alstructural Handling Inc.

Merry
Christmas



YMCA of Hamilton/Burlington/Brantford
ymcastrongkids.ca

79 James St. S.
Hamilton, ON L8P 2Z1
Phone: 905-529-7102 Fax: 905-529-6682
Charitable Reg # 10808 3825 RR0001

September 27, 2013

Michael Parker
Canadian Farm Builders Association
356 Ontario St, Suite 152
Stratford, ON N5A 7X6

Dear Mr. Parker,

We are honoured to be the charity of choice recipients of your Closest to the Pin prize won by Bob Patterson at a recent golf tournament. You should be commended for not only your support of the golf tournament but your innovative approach to making your prize one that continues to support a philanthropic mission! As Mr. Patterson stated in his email to you "this is the best prize I have seen in a golf tournament" and we are in full agreement.

As requested in your email, the tax receipt for the donation of \$500.00 to our 2013 YMCA Strong Kids campaign has been prepared and sent to Mr. Patterson. He has directed that this donation be used to purchase new equipment at our IKEA Child Care Centre, and you can be assured that we will honour his request.

Each year, funds raised through the YMCA Strong Kids campaign provide thousands of families with the financial assistance they need so that they are able to take advantage of the excellent programs that are offered here at the YMCA.

Your support will help children reach their full potential by presenting them with a number of exciting opportunities - the opportunity to become and remain fit and healthy, the opportunity to learn from others and become a positive role model; and the opportunity to thrive in a safe and welcoming environment. Your gift will help ensure that all children have the opportunity to live a life that is rich with positive experiences at the YMCA.



Your generosity is appreciated because "every kid deserves a chance".

Regards,

A handwritten signature in black ink that reads 'Marc Clare'.

Marc Clare
Annual Campaign Manager

P.S. Who have you told about your gift to YMCA Strong Kids? Please share your motivation for supporting this campaign with your friends and family. Your investment in kids is cause for celebration and sharing the motivation behind your gift may encourage others to follow your lead! Thank you.

Every kid deserves
a chance





Annual General Meeting & Conference



Friday, January 31st, 2014

ARDEN PARK HOTEL

552 Ontario Street, Stratford, Ontario

Large Span Roof Trusses

Advances and Construction Challenges

The Challenges of Agricultural Projects

From a Consulting Engineer's Perspective

How CVOR Requirements Affect Farm Contractors

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The Long Term Durability of Paint Systems

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Addressing Concrete Finishing Challenges

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Promoting your Business through Social Media

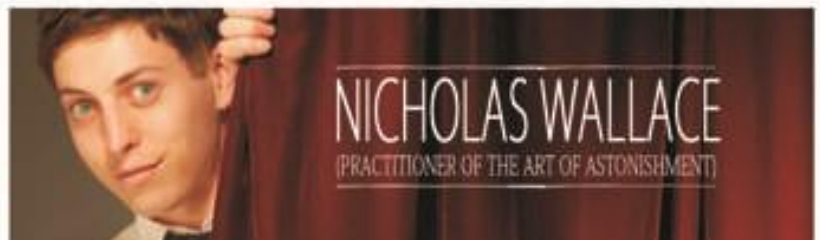
Facebook, Twitter, LinkedIn and Blogs

PLUS !!

A Panel presentation & open discussion

on Agricultural Permitting & Regulatory Requirements

Entertainment during
the cocktail reception
and semi-formal dinner



2013 COCA CONSTRUCTION DAY



Gary Van B – Cunningham
and McDonnell

Welch, Van B and Thomas J



CD Group





[Construction in Ontario - November 2013 Edition](#)

In the November edition:

- Safety must be the top priority on our worksites - EVERY SINGLE DAY
- Gosen applies for Construction Employer position on OCoT Board of Governors
- The latest on Prompt Payment
- WSIB Update
- Fall Economic Statement Highlights
- Special thanks to Domenic Mattina
- MoL Report to the PLMHSC
- Motor Vehicle Incidents are a leading cause of injury

[Why does Ontario delay on prompt payment?](#)
[Mayor Ford scandal a business concern: industry](#)
[OCOT employer exemption bill has support](#)
[Construction in Ontario - October 2013 Edition](#)

In the October edition:

- Ontario Needs Prompt Payment Legislation
- College Initiates First Trade Classification Review
- ISCA Hosts Successful Event for Premier Wynne
- WSIB Update
- Who Needs a Clearance?
- Claims Suppression Study - the WSIB's Perspective
- Darlington Nuclear Build Cancelled
- MoL Report to the PLMHSC

[Ontario premier attended fundraiser to promote construction bill](#)

[Government support key to prompt payment](#)

[COCA's 2012 Annual Report Now Available](#)

[COCA in the News](#)

[Construction in Ontario - Older Newsletters](#)



October 30, 2013

Mr. Gary van Bolderen
Dutch Masters Construction Services
51 King Street, Unit 3
Barrie, ON L4N 6B5


Dear Mr. van Bolderen,

Thank you very much for making the time in your busy schedule to play an active role in COCA's 5th annual Construction Day lobby day at Queen's Park on September 23, 2013. As in previous years the event was a smashing success.

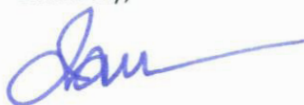
Our chief objective was to further COCA's efforts to improve our industry's profile among elected officials and their staff; educating them about our concerns as industrial, commercial, institutional and heavy civil construction employers representing more than 5% of Ontario's gross domestic product.

Construction Day continues to grow; volunteers took part in a record number of meetings this year – 38 in total! Nine teams met with elected officials and political staff from all three political parties pressing the case for Prompt Payment Legislation, WSIB reform to allow financial stabilization and modernization, and the need for improved government procurement practices and better implementation and enforcement of existing directives and protocols.

Thanks to your contribution and commitment, COCA has well established the premiere annual construction industry event at Queen's Park. It is quality events such as this that will play an integral part in solidifying COCA's and the construction employer community's presence at our provincial capital.

We could not and cannot do it without you.

Sincerely,



Ian Cunningham
President



Sue Ramsay
Manager, Operations & Communications

What's New

November 2013 | Issue #42

[Keeping Ontario's Workers Healthy And Safe](#)

Ontario is introducing new training to help protect workers and keep them safe on the job. Developed in partnership with labour groups, businesses and municipalities, the training will be mandatory for all workers and supervisors in the province who are covered by the Occupational Health and Safety Act.



[Awareness Training Resources](#)

One way to complete the new health and safety awareness training will be for workers and supervisors to take part in a one-hour tutorial either individually or in groups using free, online e-learning tools or hard copy workbooks. The training is designed to help prevent workplace incidents and injuries by making workers and supervisors aware of their roles, rights and responsibilities in the workplace.



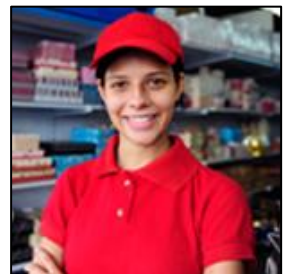
[Recycling And Waste Management Inspection Blitz](#)

In November and December 2013, inspectors will focus on hazards related to recycling and waste management in the industrial and health care sectors. In industrial workplaces, inspectors will focus on facilities that are involved in recycling and waste management. Meanwhile, in the health care sector, inspectors will focus on workplaces such as hospitals that handle hazardous drugs and waste that is contaminated by these drugs – and other potentially infectious agents.



[Hot Off The Press!](#)

The fall issue of Health and Safety at Work TODAY, the ministry's main health and safety publication, is now available! Read about the latest blitzes, consultations, resources, and prevention programs and products. Subscribe and join more than 12,000 across Ontario in keeping up-to-date on the latest news about workplace health and safety programs, legislation and resources.



[Consultation On Regulation For Diving Operations](#)

Consultation is underway for proposed changes to the Regulation for Diving Operations. The proposed changes include aligning the regulation with current industry standards, provisions for new work techniques and practices, and enhanced worker safety through training and equipment requirements.



[Live Safe! Work Smart!](#)

The latest edition of the Live Safe! Work Smart! Teacher newsletter is now available. This newsletter provides educators with news and information they can use to help educate their students about workplace rights, and health and safety.





October 2013

2-Minute News

- **IHSA Safety Talk: Musculoskeletal Disorders (MSDs)—Risk Factors**
- **MOL focuses on waste management in upcoming blitz**
- **Space still available in IHSA's free roofing seminars**
- **Health and Safety Advisory: Hoisting Portable Toilets**
- **The role of a supervisor—Getting work done through others**
- **Be on the lookout for pedestrian “texters”**
- **Elements of a Health and Safety Management System: Hazard Assessment and Control**

IHSA Safety Talk: Musculoskeletal Disorders (MSDs)—Risk Factors

Musculoskeletal disorders (MSDs) are injuries of the muscles, nerves, tendons, ligaments, joints, cartilage, or spinal discs. Workers are at risk of MSDs when they conduct work using awkward postures, too much force, or repetitive movements.

In November and December, the Ministry of Labour (MOL) will be conducting a blitz in the waste management sector (see article below). One of their areas of focus will be MSD hazards. So read IHSA's [Safety Talk on MSD Risk Factors](#). It may help you prepare for the blitz.

MOL focuses on waste management in upcoming blitz

The MOL is looking at recycling and waste management facilities in November and December as part of its upcoming blitz. Industrial inspectors will be focusing on several areas such as

- Cranes and lifting devices
- Mobile manual material handling
- Slip and fall hazards
- Exposure to noise, dust, and other occupational health hazards.

To learn more, visit the MOL web page regarding the [recycling and waste management blitz](#)

Space still available in IHSA's free roofing seminars

Residential roofing continues to be one of the most hazardous occupations in Ontario. To raise awareness of the need for increased safety initiatives in the Low-rise Residential Roofing Sector, IHSA is offering a series of two-hour awareness seminars across the province. Please book now to reserve a seat for these informative sessions. Meet MOL representatives who can provide insight into legislative requirements and safety enforcement in the roofing sector.

Health and Safety Advisory: Hoisting Portable Toilets

On certain construction projects, such as high-rise construction, there may be a need to hoist portable toilets from one level to another. There is a risk associated with this, however. Portable toilets can weigh a few hundred pounds when empty to over a thousand pounds when full. If the weight of the toilet exceeds the lifting capacity (also known as working load limit) of the sling set, the sling can fail.

IHSA's High-Rise Forming Labour-Management Health and Safety Committee has put together an advisory on this issue.

The role of a supervisor – Getting work done through others

The role of the supervisor is to get work done through others. Getting work done means projects or tasks are completed on time and on budget. But what happens when there is an incident in the workplace? Typically the project is delayed, which impacts the schedule and the budget.

IHSA is ready to assist your firm in training supervisors with our [Basics of Supervising](#) program. Read more on [The role of a supervisor](#).

In recent years a new hazard for drivers has begun. Across Canada distracted walkers or pedestrian texters have been walking out in front of vehicles.

It's an issue around the world that is gaining attention. A recent study conducted at Ohio State University noted that, in the US, injuries to pedestrians with mobile phones were rising between 2004 and 2010 at a rate that paralleled incidents caused by drivers using their cell phones.

The Canada Safety Council provides [tips for pedestrians](#) in order to reduce their hazards. Also a recent [Toronto Star article](#) looked at some of the more careless incidents of walking and texting in recent times.

Drivers need to be vigilant when approaching intersections and be watchful of distracted walkers, while pedestrians should focus on the task "at foot".

Elements of a Health and Safety Management System: Hazard Assessment and Control

A hazard is defined as a practice, condition, substance or possible source of danger that is likely to cause incident, injury or loss. The Occupational Health and Safety Act (OHSA) stipulates that employers must take every reasonable precaution to protect employees, provide information and instruction and ensure that employees properly use or wear the required equipment. A hazard assessment, analysis and control policy and program should be developed to outline the steps for

- Recognition—identifying environment and task-related hazards
- Assessment—analyzing the risk potential and priority rating of each hazard
- Control—eliminating or reducing hazards through appropriate engineering, administrative and PPE control
- Evaluate— reviewing the application and effectiveness of the controls and making adjustments to the solution you have implemented.

Areas to be addressed in this element include: Hazard Assessments, Ongoing Monitoring, Personnel Involved, Hazards Identified, Hazards Prioritized, Critical Tasks, Controls Developed, Controls Implemented, Notifications, Subcontractors, and Management Support.



CONTRACTORS MUST ENSURE WORKER SAFETY AT CUSTOMER WORK SITES

Published on October 11, 2013 Stringer LLP Admin

One of the most challenging issues confronting employees is how to ensure the safety of their employees when they are performing work at the location of a customer. As one recent case shows, contractors can be held liable for safety violations at work sites they do not control.

The case involved a worker employed by a company which recovered wood shavings and sawdust from a variety of industrial clients. The worker was employed as a “blower truck” operator and he attended at a flooring manufacturer for the purpose removing wood shaving and saw dust from a silo. Tragically, the worker was found buried under saw dust in his truck box and he later died at the hospital.

There was a significant complication in the operation of the silo involved the accident as the weight of the sawdust material led to the material “clumping up” at the bottom of the silo, and forming what the Court called a “plug”. In order to break up the “plug” the operator had to stand inside the box (on a device which was not designed for that purpose) to poke at the material in different places to get the material to loosen and fall. The Court found that the operator in some instances would have to stop, bend down to look underneath the wall to see the progress of the “poking”, which placed the worker close to the edge of the opening of the silo.

There were no witnesses to the accident but the Court held that evidence established that the worker fell into the box while attempting to loosen the material at the opening of the silo. One of the arguments advanced by the employer was that the accident was caused by hazards at the location of the flooring company and suggested that it should not be held liable for defects in equipment operated by another employer.

The Court categorically rejected this argument. It stated that while the flooring company may have had some responsibility, but indicated that a so called “finger pointing” defence will fail where the Defendant has not itself had taken all reasonable precautions to prevent the accident. Further, the Court made the following comment about the obligation of a contractor not send to workers to dangerous work sites,

It is not necessary in this case that I go that far in extending the jurisprudence as I feel that there were options open to the defendant to ameliorate the situation as it existed at Northern. However, I can think of no reason why, in the context of the aims and objectives of the legislation, that an employer, with full knowledge (as was here) of an inherently dangerous and continuing situation created by the failure of the equipment on site to work in any reasonable and safe manner; should not as part of his duty under this legislation, refuse to send his workers into such a situation.

These comments are a stark reminder that sub-contractors cannot escape OHS liability by arguing that they do not control the work site. The Court noted that the employer had spoken with the flooring company about making some safety improvements, but nothing was ever done.

Due diligence will often require the contractor to attend at the work site of customers and develop task specific procedures for the work being performed. Any safe work procedures must be communicated to all workers and should be discussed at a pre-job meeting with the contractor's customer. In situations where a sub-contractor is unable to address the hazards in question it is obliged as a matter of law not to send workers into such situations.

It should also be noted that employers in Ontario are treated as "virtual insurers" of the employees of sub-contractors they retain by virtue of the extended definition of employer in section 1(1) of the OHS. Therefore, both the contractor and the customer can be charged by the Ministry of Labour in the event of an accident involving an employee of a contractor. We recommend that employers obtain copies of safe work procedures from contractors before any work commences.

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ATTENTION BUILDERS

**Get those photos taken of
this year's projects**



Check the CFBA website
for the forms for the
Project of the Year
registration.

or contact Mike @ (519) 271-0811

OEA Update

Contact us: 1-800-387- - www.employeradviser.ca - askoea@ontario.ca



Director's Message

Michael Zacks, Director (A) and General Counsel



After a quiet summer on the WSIB front, it looks like the fall will be an active one for employers as a couple of big WSIB initiatives will take place.

Firstly, the Bill 119 grace period will soon come to an end on December 31st.

Starting in January, any construction independent operator (IO) that needs to register with the WSIB but hasn't may be facing non-compliance charges. As well, any user of construction services that fails to get a clearance certificate may be prosecuted. The penalty is \$25,000 for individuals and \$100,000 for corporations. In addition, IOs will be retroactively assessed premiums to the date they should have registered. For most that will be January 1, 2013. There is no upside to waiting until New Year's Eve to register.

The second initiative is the Board's pending release of draft benefits policies following the final Jim Thomas Review report. We expect to see draft policies on Recurrences, Work Disruptions, Permanent Impairments, and Aggravation Basis. And, perhaps most significantly, there will be a new policy on pre-existing conditions. These draft policies, and the consultation that will follow, may have a significant impact on WSIB adjudication. The OEA will bring you more information in the weeks ahead.

Finally, the WSIB deserves recognition for the significant strides it has made in dealing with its unfunded liability. As of June 30th, the unfunded liability stood at \$13.1B representing a funding ratio of about 58%, 92% of workers with LTIs are returning to work within one year at 100% of pre-injury earnings, and the percentage of workers continuing on benefits continues to decline. The WSIB is ahead of schedule with regard to meeting its first mandated sufficiency target of 60% funding in 2017.

OEA Update

Tip of The Month

Events

According to the WSIB's [By the Numbers: 2012 WSIB Statistical Report](#),



High impact claims* is a term used to identify allowed lost time claims that have been shown to have significant impacts on workers and employers. The WSIB is focused on mitigating the risks for these claims to maximize return to work, recovery outcomes and to reduce costs. WSIB has implemented many initiatives to improve outcomes in these claims, including specialized case management teams, new evidence-based health services and expedited access to expert medical intervention.

We have identified three types of high impact claims, those involving the Low Back, Shoulder and Fractures. Over the past five years, these three types of claims have represented approximately 35% of all benefit payments and more than 30% of all lost time claims.

In 2012, these high impact claims represented approximately 34% of all benefit payments for allowed lost time claims.

The WSIB refers workers with certain injuries/illnesses to a variety of "[Programs of Care](#)" currently in place for upper extremity injuries, shoulder injuries, acute low back injuries, lower extremity injuries, mild traumatic brain injuries; noise induced hearing loss, occupational asthma, and occupational contact dermatitis. These programs typically run for several weeks, and are very expensive. The costs will appear on a Schedule 1 employer's accident cost statement and will affect experience rating. They are paid for 100% by Schedule 2 employers.

As an employer you should, by the end of each program, see a marked improvement in the worker's ability to return to productive work. If that is not the case, contact the Case Manager to express specific concerns you have about the claim, e.g., if the program was significantly extended beyond the expected number of sessions with little benefit, and/or the worker was unable to return to productive work, and/or the treatment times/frequency make it difficult/impossible for the worker to attend at the workplace during regular business hours, making it difficult to reintegrate the worker into the workforce. If you do not feel comfortable with the Case Manager's response, consider escalating your concerns to the appropriate WSIB Manager.

OEA Update

In the News

WSIB creates new website dedicated to Bill 119 issues

The WSIB has created a stand-alone website to provide detailed information about how mandatory coverage in construction affects individuals working in construction...

WSIB continues to review herbicide exposure claims

The WSIB continues to review worker claims that past occupational herbicide exposures are linked to their current health situations...

WSIB releases 2013 provisional administration rates for Schedule 2 employers

The WSIB has set the 2013 provisional administration rate at 35.8% for provincially-regulated employers, 27.3% for federally regulated employers, and 26.9% for Human Resources Skills Development Canada...

WSIB releases external report on employer claim suppression

The WSIB has posted the "final report" of an employer claim suppression study...

Building site managers need to be vigilant about safety

Alec Caldwell is Founder of the Canadian Association of Renovators And Home Services (CARAHS) which is a non-profit organization for self-employed renovators and home services...

Why you should follow the OEA on Twitter

Earlier this year the OEA started to leverage social media, via Twitter, to provide valuable information in a timely fashion to Ontario employers...

OEA helps employer receive 100% retroactive Second Injury and Enhancement Fund (SIEF) and retroactive experience rating adjustment

In WSIAT Decision No. 1459/13, the worker began working for the employer as a metal trade machinist in January 2007. Entitlement was allowed for bilateral carpal tunnel syndrome (CTS) that was diagnosed in February 2009...

Reprisal complaints under s. 50 of the Occupational Health and Safety Act (OHSA) require immediate action with extremely tight deadlines

The OEA has been helping employers faced with unlawful reprisal complaints under the OHSA since March 2012...

Helpful Website

The Ontario Ministry of Economic Development, Trade and Employment has a website to help new and existing small businesses obtain advice, support, and information about government regulations...

Expert. Confidential. Free.

1-800-387-0774 • www.employeradviser.ca

Adviser

151 Bloor Street West, Suite 704

Toronto, ON M5S 1S4 Office of the Employer Adviser

151 Bloor Street West, Suite 704 Toronto, ON M5S 1S4

Telephone: (416) 327-0020

Feed-In Tariff (FIT) Program

The Ontario Power Authority was directed to develop a pilot program, and to launch this pilot program simultaneously with the FIT Program, for solar (PV) projects anticipated to be built on yet-unconstructed buildings. Draft information related to the Unconstructed Rooftop Solar Pilot is posted on the Ontario Power

Authority's website: <http://fit.powerauthority.on.ca/newsroom/september-5-2013-FIT-3>.



Purpose

The FIT Program overview is intended to provide potential applicants with a simplified version of the FIT Rules as well as guidelines for developing a renewable energy project under the FIT Program. Please note that the FIT Rules, Standard Definitions and Contract remain the legal requirements of the program and should be reviewed by all who are interested in participating in the program. If applicants decide to apply to the FIT Program, they should also consult the registration instructions (which will guide you through the registration process) and the application instructions (which will guide you through the process for completing and submitting an application form). Both of these documents can be found on the FIT website.

This document also provides an overview of the scope of the requirements for developing a renewable energy project under the FIT Program. It is not intended to provide a complete listing of all the requirements. You are responsible for ensuring the technical, regulatory and financial viability of your project BEFORE beginning the FIT Program application process. You should also investigate all of the requirements for owning and operating a renewable generating facility, including determining a business structure, obtaining The general rule is that ground-mounted solar projects are prohibited from being located on property on which residential is a lawfully permitted use or on property abutting another property on which residential is a lawfully permitted use. The first exception to this rule is for properties on which agricultural use is lawfully permitted, where the residential lawfully permitted use is ancillary to that agricultural lawfully permitted use. To take advantage of this first exception both the project property and abutting properties must meet these requirements.

The second exception is for certain "rural" properties with multiple permitted primary uses where residential use is one such permitted primary use. To take advantage of this second exemption, project must adhere to certain setback requirements and visually screen the project from abutting residential properties, residences, and open road allowances.



CONNECTS

Resources for Agriculture and Rural Economic Development

November 15, 2013

Connects and Dateline Feedback

In February 2013, the Ministry of Agriculture and Food, and the Ministry of Rural Affairs launched two new communications products to provide you with information on tools and resources (Connects) and events, meetings and workshops (Dateline).



Connects is developed and distributed provincially on a monthly basis. It contains three key subject areas – Technical Updates, Programs and Services, and Resources.

Dateline is an online calendar that provides you with information on events, meetings and workshops. The information is available by geographic regions – Central West, East, North, West and Provincial.

To help us continue to improve on these products, please complete the survey at <https://www.surveymonkey.com/s/HCGDLFS> by November 29, 2013.

TECHNICAL UPDATES

[Rots the Problem? Dealing with Pre-Harvest and Storage Disease](#)
[Hazardous Gases on Agricultural Operations](#)
[Soil Sampling this Fall](#)
[Water and Food Safety](#)

PROGRAMS and SERVICES

[Funding Program Intake Dates](#)
[Local Food Provincial Designation Consultations](#)
[Eastern Ontario Local Food Conference – Innovation Driving Local Food](#)
[Marketing Foods of Plant Origin in Ontario: A Guide to Legislative Requirements](#)
[Changes to the Meat Regulation](#)
[Small Rural & Northern Municipal Infrastructure Fund](#)
[Ontario Apprenticeship Training Tax Credit](#)
[Province Review Municipal Planning](#)
[Province Increases Exemption for Employer Health Tax](#)
[Excellence Award for Ag Students Now Open](#)

Fact Sheets and Publications

To order OMAF and MRA publications and factsheets:

- Visit any OMAF and MRA Resource Centre / Northern Ontario Regional Office or Service Ontario location http://www.omafra.gov.on.ca/english/offices/rural_ont_ad.htm
- Visit the Service Ontario website at: www.serviceontario.ca/publications or call 1-800-668-9938
- Visit the OMAF and MRA website at: <http://www.omafra.gov.on.ca/english/products/index.html> or contact the Agricultural Information Contact Centre by calling: 1-877-424-1300

Growing Forward 2 





CFBA News

Newsletter of the Canadian Farm Builders Association

WE NEED YOUR HELP!

Our association is only as good as its members, so we need to know what you would like to see in this Newsletter.

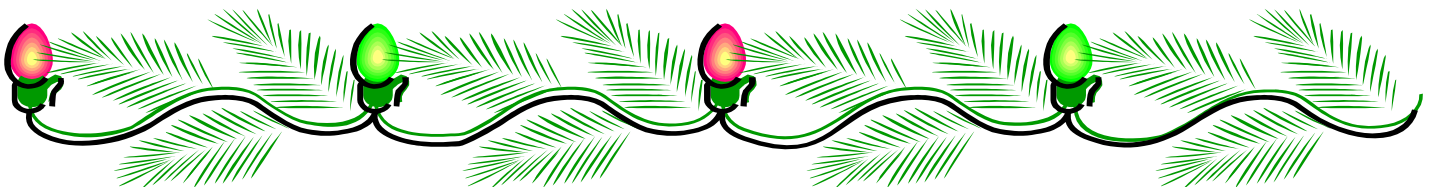
We want to make this newsletter very informative to our members, so if there is a topic that you feel would help you or something that you could benefit from, please let us know.

We appreciate all the input that we have received in the past, but we need to keep the ideas flowing.

Thank you

*Merry
Christmas*

*From our family to yours
and all the best in 2014.*



2013 CANADIAN FARM BUILDERS ASSOCIATION BOARD OF DIRECTORS

Mark Cook - CFBA President
Alstructural Handling Inc.
P.O. Box 460,
Schomberg, Ontario L0G 1T0
Phone: 905-939-4500
Fax: 905-939-4501
Email: Mark@alstructural.com

Dan Reymer - CFBA Vice President
Middlesex Concrete Forming Ltd.,
9644 Townsend Line, RR #3
Kerwood, Ontario N0M 2B0
Phone: 519-247-3752
Fax: 519-247-3277
Email: danr@mcfltd.ca

Harry de Vries
Roof Trusses & Components
R. R. 5
Rockwood, Ontario N0B 2K0
Phone: 519-856-4623
Fax: 519-856-1183
Email: Harry@rooftrusses.ca

Dwayne Job
System Fencing Stalls & Equipment
R. R. # 2
Rockwood, Ontario N0B 2K0
Phone: 519-856-9959
Fax: 519-856-4141
Email: dwayne.job@systemhorse.com

Olaf Kaminski, P. Eng.
Building Boss (1720191 Ontario Limited)
2020 Winston Park Drive, Suite 100,
Oakville, Ontario L6H 6X7
Phone: 905-287-5598
Fax: 905-287-5599
Email: olaf@buildingboss.com

Rodger Curran
Agri-Urban Buildings Inc.
1123 North Street, P.O.Box 1000
Dresden, Ontario N0P1M0
Phone: 519- 683-4415
Fax: 519- 683-4654
Email: info@aubi1.com

Steven Adema, P. Eng.
Tacoma Engineers
176 Speedvale Ave. West #1
Guelph, Ontario N1H 1C3
Phone: 519-763-2000
Fax: 519-824-2000
Email: stevena@tacomaengineers.com

Gary Van Bolderen – CFBA Past President
Dutch Masters Construction Services
51 King Street, Unit 3
Barrie, Ontario L4N 6B5
Phone: 705-737-3392
Fax: 705-734-1810
Mobile: 416-254-0697
Email: horsebarns@dutchmasters.on.ca

Bart Kanters, P. Eng.
Ready Mixed Concrete Association of Ontario
365 Brunel Road, Unit # 3
Mississauga, Ontario L4Z 1Z5
Phone: 905-507-1122
Fax: 905-890-8122
Mobile: 416-346-3172
Email: BKanters@rmcao.org

Ron Martin
Frey Building Contractors
3435 Broadway Street
Hawkesville, Ontario N0B 1X0
Phone: 519-699-4641
Fax: 519-699-4875
Mobile: 519-741-6156
Email: ron@freybc.com

Burk Blanck
Andex Metals
Division of Agway Metals
97 Thames Road, East
Exeter, Ontario N0M 1S3
Phone: 519-235-2901
Fax: 519-235-1343
Email: bblanck@agwaymetals.com

Duane Westrik
Post Farm Structures Inc.
R. R. #1
Alma, Ontario N0B 1A0
Phone: 519-846-5988
Fax: 519-846-2225
Email: duane@postfarm.ca

O.M.A.F.R.A. Liaison

Dan McDonald, P. Eng.
Ministry of Agriculture, Food and Rural Affairs
667 Exeter Road,
London, Ontario N6E 1L3
Phone: 519-873-4096
Cell: 519-668-8057
Email: dan.mcdonald@ontario.ca

356 Ontario Street, Suite #152, Stratford, Ontario N5A 7X6
519-271-0811 • Email: cfba@cfba.ca • Fax: 519-273-3363

How to get in touch with the CFBA:

Mailing Address only:
356 Ontario Street, Suite #152
Stratford, Ontario N5A 7X6

Contact Mike Parker
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davidkay@davonsales.com

DAVON SALES INC.

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