

2023 Annual General Meeting
**MCABC Board of Directors
Election Package**



Mechanical Contractors Association
of British Columbia

2023 Annual General Meeting – Board of Directors Election Package

2023-24 MCABC Nominees Represent Industry Breadth and Priorities

Common themes have emerged for those running for MCABC's Board of Directors for the 2023-24 term. The slate of eight nominees put forward by this year's Nominations Committee, which considered MCABC's five-year strategic plan and industry composition to ensure a balanced Board, have a shared focus on trades training and recruitment; they also each represent a key part of the mechanical contracting industry in new construction and the built environment.

The eight nominees, four of whom will be elected, include companies involved in installation, mechanical service, and refrigeration. They also represent a larger sectoral group that includes residential and regions outside of the Lower Mainland.

Please be sure to read about the nominees and their goals for the MCABC Board and mechanical contracting industry. Most importantly, please be sure to join the AGM on May 26th to hear from each of them and vote. Your support for the future of our industry is essential to our ability to influence change.

Please note that the Primary Contact for each Contractor member company has one vote. If you cannot be at the AGM, we do [ask that you submit a proxy](#) and submit it to info@mcabc.org.

2023 Nominees

Contractor (Vote for 3)

1. Concept Plumbing & Gas: Brittany Manulak
2. DMS Hydronics Mechanical Systems Ltd: Reno Mauro
3. First District Mechanical Group Ltd.: Sean Hamilton
4. Fraser Valley Refrigeration Ltd.: Blaire Masztalar
5. Haakon Mechanical Services: Simon Miller
6. Kal-West Mechanical Systems Inc: Keith Pearce

Associates (Vote for 1)

1. Aalberts Integrated Piping Systems: Summer Nicholl
2. Robinson Supply: Greg Norris-Jones

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Sean Hamilton (Contractor Nominee)



A technician by trade, Sean started in the industry as an apprentice 17 years ago, and in that time worked as a journeyperson, service manager, operations manager, and in customer experience. In 2020, he started First District Mechanical. He also serves on the BOMA Board of Directors.

His career path has given him first-hand experience of the day-to-day experience of being on the tools, as well as the perspective of a business owner. Sean wants to bring the perspective of growing small business with a service and maintenance focus to the Board, a sector that he feels needs greater focus.

The labour shortage is an important issue to Sean, and he feels that we need to look at the root of the issue. He wants to explore how MCABC can provide a voice for the industry within schools, encourage women to join the trades, and find different pools of talent to pull from.

Goals as an MCABC Board member:

- Be the voice of service maintenance and small businesses
- Ensure the Board is customer-focused and considers the needs of members, their expectations, and pain points
- Continue to promote and build upon MCABC's six pillars
- Contribute to the strengthening of the labour pool and elevate the perception of the industry

About Sean

Sean is the father of two young boys and is the coach for many of their sports teams. Sean is also passionate about addressing the needs of the customer and developing soft skills to help with leadership, something which he does with his other company, Take Charge Learning.

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Brittany Manulak (Contractor Nominee)



Brittany has been in the plumbing and gas industry for over 20 years. She started Concept Plumbing & Gas in 2003 and has grown it to a multi-family, commercial, and a service division. Brittany's strengths lie in her business acumen and her ability to speak up, take action, and deliver results.

Her business skills are complemented by her commitment to industry involvement; she has deep knowledge of finance, accounting, and international business development. Brittany has worked with government on multiple levels and is passionate about bringing consistency and inclusivity to mechanical contracting. Brittany wants to give back to the industry she loves and ensure upcoming tradespeople have opportunities for success while encouraging high trade standards.

Goals as a board member of MCABC

- Advocate for and influence consistent regulations and guidelines
- Create a more welcoming, inclusive, and cooperative culture across the mechanical contracting trades
- Organize more connection points within the industry through various networking events
- Increase awareness of MCABC and help position the organization as a facilitator in the hiring process

About Brittany

Brittany has served on several boards, including the Women Presidents, Grow YourBIZ, Abbotsford Business Executive, IWF and the Crystal Gala Foundation, which raises funds for men, women, and families affected by breast cancer. She is a mother of two teenagers and runs Concept Plumbing & Gas with her husband Jay.

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Blaire Masztalar (Contractor Nominee)



A second-generation mechanical contractor, Blaire began working in the family business at age 11 and fulltime since 1984. He first apprenticed as a Refrigeration & Air Conditioning Mechanic and earned his Electrical and Gas tickets. After 15 years on the tools, he transitioned into the office and is now General Manager of Refrigeration Construction at Fraser Valley Refrigeration.

Blaire sees a gap between what's being taught in trades schools and the skills that are needed in the field. He believes that input from those on the tools will strengthen the training and regulatory environments. Blaire would like to see a curriculum that's driven by industry needs and maintained with evolving technology.

As the dedicated voice for the mechanical contracting industry in BC, Blaire believes that MCABC is well positioned to enable delivery of improved trades training in the province.

Goals as an MCABC Board Member

- Work with educators and schools to update and improve curricula
- Create channels for educators to provide feedback to industry, and vice versa
- Continue positioning MCABC as the trusted industry resource for government and other stakeholders.

About Blaire

Blaire has two sons who work alongside him at Fraser Valley Refrigeration. He is also a proud grandfather of four. Blaire has a passion for motorcycles and old cars.

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Reno Mauro (Contractor Nominee)



Reno's experience is reflective of his time in the industry; he started in 1992 and opened DMS Hydronic Mechanical Systems Ltd. in 1995. Reno has worked in the institutional, commercial, and residential sectors, including hospitals, restaurants, and dental offices.

Reno is passionate about the industry, as well as Vancouver and its communities. He wants MCABC to have representation from Vancouver and for the industry to strive to improve the city, not just change it.

Reno feels there is work to be done on how the industry is perceived by the public, and that the industry can collaborate on improving this. He wants to educate the public on what mechanical contractors do and the wide variety of opportunities that are available. He feels businesses should make an effort to adapt to the changing workforce and world.

Goals as an MCBAC Board Member:

- Strengthening the quality of education for the industry
- Improving the public's perception of the industry
- Making the city, not just the industry, better (for instance, finding solutions for the unhoused population)
- Attract more youth and women into mechanical contracting

About Reno

Reno has been married for 30 years and has two children. He enjoys the simple things in life, like walking nature trails with his dog. He considers himself a blue-collar Vancouverite and a plumber first, not a businessperson or entrepreneur. He values trust, integrity, and stands behind his work, including his mistakes, which he is always willing to fix.

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Simon Miller (Contractor Nominee)



Simon has been in the mechanical contracting industry for over 20 years. He started in HVAC as a service and installation technician and then worked as an Estimator and Project Manager building a retrofit division before focusing on the business side. For the last eight years, he has been the Director of Operations at Haakon Mechanical Services. Simon is currently on MCABC's Mechanical Service Contractors Committee (MSCC).

Simon would like to help provide a service segment perspective. Simon believes that MCABC is well positioned to be a unified voice for contractors to significantly improving our regulatory environment. MCABC needs to be a partner to the regulators and policy makers so that we can work together in a practical and efficient way to deliver for the people and businesses of BC.

For Simon, the biggest issues facing the industry right now are manpower and recruitment. He wants to improve how the industry attracts new members and bring awareness to the diverse career opportunities in the industry.

Goals as an MCABC Board Member:

- Represent the interests of MCABC members to improve the industry regulatory environment
- Ensure that MCABC has a seat at the table to collaborate and consult on the development of future regulations and enforcement policy
- Engage with governments at various level to ensure that new technologies, such as green building systems, can be rolled out successfully
- Change the perception of the industry to attract a wider range of people
- Continue to develop and evolve the MSCC into a body that will support and attract new members

About Simon

Simon is the father of two young daughters. He and his wife share a love of the outdoors and they can often be found on the trails or at the park with their family and large mountain dog in tow.

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Keith Pearce (Contractor Nominee)



Keith has worked in the mechanical contracting industry since 2007, covering residential, commercial, industrial, and civil construction projects. His experience in supply chain has provided him a broad understanding of industry that spans from the raw material to finished product, as well as construction start-up to project completion.

In 2018, Keith became a partner at Kal-West Mechanical Systems Inc in Kelowna. As President & General Manager, Keith is currently active on several councils with the Southern Interior Construction Association. In his past life (2003-2005) Keith also sat on the board of the Grande Prairie Home Builder's Association.

Extending MCABC's reach and impact beyond the Lower Mainland is important to Keith, and he is committed to strengthening the membership throughout the Interior and Northern BC.

Of key concern to Keith is the current shortage of skilled workers and the low number of new entrants into the mechanical contracting trades. He believes that educating teachers and parents of high-school-aged students about the many opportunities in the trades is essential to increasing interest. In addition, he thinks it's important to work with school districts to ensure instructors have the most up-to-date information and resources.

Goals as an MCABC Board Member:

- Introduce more education and training programs outside the Lower Mainland
- Advocate for improved industry education with more detailed and specific training
- Drive MCABC engagement in the Interior
- Increase membership throughout the province
- Help the trades in general and mechanical contracting trades in particular shed negative stereotypes

About Keith

Keith has lived in Kelowna with his family since December 2012. He enjoys sports, including snowboarding, hockey, wake surfing, and golfing. He believes a healthy work-life balance is important and it's something he encourages for all of his team members.

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Summer Nicholl (Associate Nominee)



Summer has been in the mechanical contracting industry since 2009, with almost 15 years on the PVF side. She is currently the National Shurjoint Sales Manager at Aalberts Integrated Piping Systems. Summer has previous board experience, having served two terms with CIPH's BC Chapter where she was chair of both the Young Executives and Women's Committees.

As a Board Director, Summer would strive to understand the challenges in the field. As a manufacturer, she pledges to navigate alongside in partnership with contractors driving progress towards a 'solution' over 'sales' approach for the industry. With so many years left in her career, it is important to Summer to help drive the industry forward.

The economy and inflation are key concerns for Summer, as well as the labour shortage. She believes that young people need to be better recruited in the trades and that as the industry and products evolve, more education on the installation of manufactured products would set them up for better success.

Goals as an MCABC Board Member:

- Increase female representation in the industry at various levels
- Address the skilled trades shortage and close the generation gap by inspiring more young people to enter the trades
- Improve skilled trades training

About Summer

Summer has been married for 12 years and is the mother of two young daughters. She spends a lot of her time with her children, taking them to activities like soccer, choir, and softball. As a family, they enjoy skiing in the winter and visiting Kalamaka Lake in the summer.

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Greg Norris-Jones (Associate Nominee)



Originally from South Africa, Greg's career has taken him across the globe, including South Africa, Zimbabwe, Cambodia, and the United States. He has worked in business development for retail networks and held management positions in sales and distribution for luxury and imported appliances. Since 2014, Greg has worked in plumbing and today is the Regional Sales Manager at B.A. Robinson.

Greg strives to continually build an industry network and be a connection point between suppliers and mechanical contractors. He sees his ability to understand both the supply and mechanical sides as a valuable skill to bring to the board.

Some of Greg's biggest concerns for the industry are inflation, high interest rates, and steep gas prices, and he hopes his business acumen will help the board navigate these economic issues. He also wants to address labour instability.

Goals as an MCABC Board Member:

- To bring the distributor's perspective to the board, and to bring back the perspectives from other board members to the distributors
- To bring more harmony into the relationship between mechanical contractors and suppliers
- Ensure all stakeholders in the industry, including distributors, wholesalers, contractors, and suppliers, are fairly represented

About Greg

Greg has been married for 35 years and has three daughters and two grandsons. He is an avid sportsman and enjoys cycling, rugby, cricket, squash, golf, and field hockey, and has competed in ultramarathons and canoe marathons.