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THERMOSTAT RECYCLING

Annual Report to the Director

2025 Calendar Year
MANITOBA

Prepared in accordance with the Manitoba Household Hazardous Material and Prescribed Material Stewardship Regulation and the Manitoba Stewardship Plan for Mercury-Containing Thermostats

Prepared
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This annual report is issued by the Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI) in accordance with Manitoba's Household Hazardous Material and Prescribed Material Stewardship Regulation. The 2025 annual report documents the Thermostat Recovery Programs activities and results in Manitoba from January 1 to December 31, 2025.

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1. OVERVIEW

The Thermostat Recovery Program is a designated program for recovering mercury-containing thermostats in the province of Manitoba. Mercury-containing thermostats are defined as products that use a mercury switch to sense and control room temperature through communication with heating, ventilation and air conditioning equipment. The program is fully administered by the Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI) on behalf of the thermostat manufacturers, supported by the Canadian Institute for Plumbing and Heating (CIPH).

The program issued a 5 Year Manitoba Stewardship Plan for Mercury-Containing Thermostats for the period July 1, 2023, to June 30, 2028.

The Thermostat Recovery Program measures performance and communication efforts for a given year against targets set out in the approved product stewardship plan. The Program has completed its second full calendar year of the newly approved plan, from January 1 to December 31, 2025. The Program activities conducted during this period will be the focus of this report.

The aim of the program in 2025 was to continue to build on the foundation laid during the previous years, with a particular focus on improving program accessibility to Manitobans by raising program awareness within the industry (contractors/wholesalers) and amongst First Nations. This approach saw the program progress towards these goals, with the same regions throughout Manitoba continuing to participate in the program.

As per the requirements under the Household Hazardous Material and Prescribed Material Stewardship Regulation, this report has been prepared to summarize the program activities during 2025 and will be posted on the program website at <https://www.hrai.ca/program-results-trp>.

2. EXECUTIVE SUMMARY

The program's performance for 2025 is being measured in the following ways:

2.1 Performance Metrics

Measure	Total Achieved in 2024	Total Achieved in 2025	Total Collection 2024 & 2025	Increase/Decrease (2024 vs. 2025)	Target by 2028	% of Target Achieved
Number of Collection Locations	122	122	-	0% (1 new participant and one duplicate removed in 2025)	140	87%
Collection Totals	431	150	581	- 65%	618	94 %
Website Visits	349	397	-	+ 14%	-	-
Brochures Distributed (MB)	34	5	-	- 85%	-	-

The amount of mercury recovered through the Thermostat Recovery Program in Manitoba in 2025 was 0.44 kg, compared to 1.34 kg in 2024.

In 2023, the program’s marketing strategy was reviewed, and a new plan created to promote program visibility and awareness through outreach initiatives and improve engagement efforts with participating collection points and product manufacturers. Staff worked with HRAI’s Creative, Communications and Marketing Director to revamp and update all of the TRP marketing material with a fresh new look. The new material was used throughout 2024 and 2025.

3. SUMMARY OF 2025 PROGRAM ACTIVITY

During the 2025 calendar year, a number of activities were undertaken to continue to expand the reach of the program in the province of Manitoba. The following sections provide an overview of major program activities from January 1 to December 31, 2025.

3.1 Collection Channel & Facility Development

The Thermostat Recovery Program continues to operate by collecting thermostats through existing businesses and infrastructure, referred to in the program plan as collection channels or program participants. The program uses one main collection channel (HVAC contractors/wholesalers) and two secondary collection channels (drop-off locations and send-back option) to recover mercury-containing thermostats.

The following activities were undertaken.

Initiative	Details	Partner	Audience
Outreach in HRAI Weekly Newsletter	In 2025, 24 ads were placed in the HRAI Newsletter, including 1 Earth Day ad in April and 4 for Waste Reduction Week in October.	HRAI	HRAI Members, HVACR Contractors & Wholesalers
Association of Manitoba Municipalities	TRP advertisements included in two seasonal issues (Spring and Winter) of their Municipal Leader Magazine.	AMM, Green Initiatives	MB Municipal Employees, Public
HPAC (Heating, Plumbing, Air Conditioning) Magazine	TRP advertisements were included in three issues (Feb, June, and October) of HPAC Magazine.	HPAC Magazine	HVACR Contractors & Wholesalers
Mechanical Business	TRP advertisements are included in four issues (March/April, May/June, Sept/Oct and Nov/Dec).	Mechanical Business Magazine	HVACR Contractors & Wholesalers
Outreach with Manitoba Ozone Protection Industry Association (MOPIA)	MOPIA online guide highlights TRP and mercury recovery, with a direct link to the TRP website.	MOPIA	Contractors
Waste Wise (Where to Recycle in Manitoba)	TRP is listed as one of eleven producer responsibility organizations (PROs) on the Manitoba website, encouraging Manitoba consumers and contractors to safely recycle mercury-containing thermostats.	Manitoba Environment and Climate Change	Manitoba Consumers & Contractors
Winnipeg Free Press	TRP advertisement included in the Feb 5, April 16, Sept 17, and Oct 15 city-wide ads in the Canstar Community East and West local newspapers, distributed to over 230,000 homes in Winnipeg.	Canstar Community News & Winnipeg Free Press	Winnipeg Consumers

Refer to Appendix A for examples of the program’s outreach activities.

3.2 Collection Facilities

The total number of registered participants in 2025 was 122, across all collection channels. Outreach efforts described in Section 3.1 above were made, and one (1) new participant registered for the program between January 1 and December 31, 2025 (see below). Manitoba’s registered participants are made up of 92 contractors/wholesalers, representing 75% of all Manitoba participants, and 30 regional district/municipal collection sites and recycling centers, representing 25% of all Manitoba participants. HRAI will continue to refine the traditional outreach methods and explore additional promotional opportunities across the province in 2026.

The following was the new participant registered in 2025:

3.2.1 Collection Location

ID	Company Name	Type	Drop-Off Available	Address	City
60553	RM St. Andrews	Municipal	No	500 Railway Ave	Clandeboye

The following was removed from the database in 2025 as it was a duplicate:

ID	Company Name	Type	Drop-Off Available	Address	City
60244	R.M. of East St. Paul	Municipal	No	2801 Gateway Rd.	East St. Paul

3.3 Collection Process

The collection process for 2025 remained the same from 2024 and previous years. The program registration process is completely automated into a short online form on the TRP’s website. This allows registrants to click a checkbox to read and agree to the terms of the *Transportation of Mercury-containing Thermostat Agreement*. At www.hrai.ca/register, participants have the option to list as “Drop off Location”, “Collection Point”, or “Send it Back”. Upon receiving each online registration form submission, HRAI sends a Welcome Letter to the registrant’s email address including an updated Accepted & Non-Accepted List advising next steps and collection guidelines. Each new registrant receives a program starter kit which includes a collection container (United Nations approved for storing and transporting mercury-containing waste), a pre-paid return courier waybill, and promotional program materials including a welcome letter, program instructions, information brochures, and a drop-off location poster.

In 2025, all pails were returned for processing at Aevitas Inc. located in Ayr, Ontario, where thermostats were dismantled and sorted, and collections from each individual pail are tracked by brand-holder in a monthly collections report sent to HRAI. The metals collected are a mix of iron, nickel, and aluminum, all holding high recycling value and are sent for recycling within Canada. The glass mercury vessels are consolidated with others from Canada and shipped to Bethlehem Apparatus located in PA, USA typically at least once a year, where the glass and mercury are separated. The glass is crushed and sent to landfill due to quality impurities and low market demand. The mercury undergoes a stabilizing treatment process, converting elemental mercury to mercury sulphide, rendering it safe for disposal.

Once the mercury is processed by Bethlehem, it is shipped back to Canada for disposal at Stablex located in Quebec. Stablex is a permitted hazardous waste disposal facility. Batteries are sent to Port Colbourne, ON for recycling. The plastic components recovered through the program are deemed 'e-waste plastics' and are sent to landfill for disposal because of the ban on imported global waste plastics in China. Broken or damaged plastic collection pails are made of high-density polyethylene (HDPE). This material is an easily recyclable product, which can be pelletized and reused as a feedstock for plastics manufacturing. The collection pails at the end of life are sent to RPM Environmental Inc. located in Burlington, ON for recycling.

For further details on the end-fate of materials recovered through the TRP, please refer to Section 3.8, [Pollution Prevention Hierarchy](#).

HRAI continued to work collaboratively with several stewardship and government agencies, to provide province-wide accessibility to the TRP through the stewardship initiative known as the 'Manitoba Winter Roads Backhaul Project'. The Thermostat Recovery Program participates in collecting end-of-life mercury-containing and electronic thermostats through this partnership initiative with the Green Action Centre. The program aims to deliver cost-effective and efficient collection systems for the removal and recycling of end-of-life stewarded waste products from remote and First Nation communities. Though no thermostats have been recovered through this initiative, ongoing consultations and engagement with our partners will ensure waste continues to be recovered responsibly from these communities.

In late 2025, HRAI worked collaboratively with the Green Action Centre delivering a Lunch & Learn TRP Webinar to First Nations Waste Coordinators. The webinar was held on November 26, 2025 and was promoted through Green Action Centre's social media, Eventbrite, as well as Manitoba Association of Regional Recyclers (MARR) helped promote it through their channels.

The Thermostat Recovery Program collection process is described in the following chart:

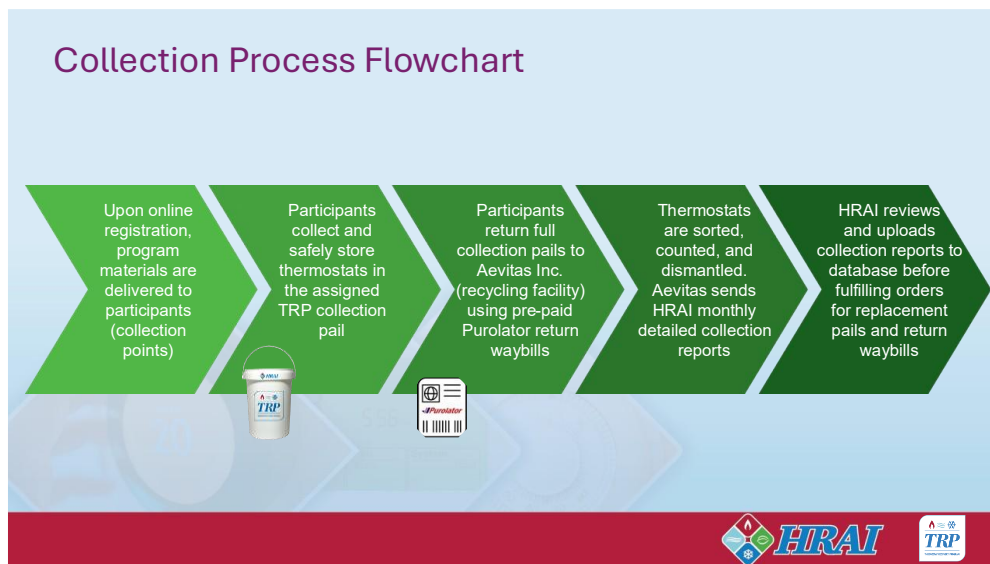


Figure 1. Thermostat Recovery Program collection process in Canada (incl. Manitoba)

3.4 Collection Results

The following table depicts information on the product collected by the Thermostat Recovery Program during the period of January 1 to December 31, 2025. The results achieved are compared against the target rates from the approved program plan.

Product Collected for Mercury-Containing Thermostats JANUARY 1 TO DECEMBER 31, 2025					
Measure	2024	2025	Total Thermostats Collected	Increase/Decrease	Target by 2028
# of Thermostats Collected	369	150	519	-59 %	n/a
# of Loose Vessels Collected	62	0	62	-100 %	n/a
Total Thermostat Equivalent	431	150	581	-65%	618

Although all participating collection locations are encouraged to return only intact thermostats, loose mercury vessels are often returned as well, however, there were no loose vessels collected in 2025.

Programmable electronic thermostats are becoming the standard across Canadian buildings, resulting in an anticipated decline in the number of mercury-containing thermostats available for collection with time.

The total amount of mercury thermostats recovered through the program in Manitoba in 2024 was 369 compared to 150 in 2025 (59% less than in 2024). The total amount of electronic thermostats recovered through the program in Manitoba in 2025 was 50, compared to 33 in 2024. HRAI will continue to monitor and analyze collection trends and engage participants to collect and return thermostats throughout 2026, while strategically increasing program accessibility and awareness across Manitoba.

3.5 Communication and Marketing

Continuing to build on the foundation laid in previous years, in 2025 the TRP team began closely collaborating with HRAI's Creative, Communications and Marketing Director to develop a 2023 TRP Marketing Plan. This strategic plan identifies challenges and areas of improvement in current marketing and outreach initiatives and details a project management plan and critical path with the goal of lifting the visibility and awareness of the program while promoting uptake and engagement with manufacturers and participating collection points.

Key areas of focus in 2025 were:

- To strengthen communication efforts with registered participants, maintaining commitment to the program and increasing thermostat collections;
- To broaden the reach and variety of communication channels used, improving program accessibility and raising awareness on responsible thermostat;
- To engage thermostat manufacturers to commit to building visibility to their audience for their involvement with the TRP;
- To extend outreach efforts to the public, encouraging new participants to register and further expanding program reach and awareness, in turn diverting more thermostats from landfill.

To achieve these goals, many of the program's promotional and educational materials have been redesigned to further guide and support program participants. These attention-grabbing marketing materials are described below, and examples can be found in Appendix A.

1. **Program Website:** The program's website www.hrai.ca/trp continues to be one of the primary educational tools, featuring content designed to educate contractors, wholesalers, and the public. The site features a program overview, a description of mercury and its associated impacts, an online program registration form, and more. Other noteworthy features on the website are the Public Drop-off Locations lookup tool and an up-to-date cumulative collections counter that indicates the total thermostats and mercury vessels collected to date, as well as the weight of mercury recovered, in kilograms.
2. **Program Information Documents:** The program information document contains pertinent information for new registrants, next steps and collection guidelines. Upon registering, participants receive a *Welcome Letter* via email, including the *Accepted and Non-Accepted Information Document* (refer to Appendix A), confirming receipt of their registration form and the order of their program collection kit. This letter helps new registrants manage expectations, address program inquiries and develop commitment to the program.
3. **Posters:** Newly registered participants designated as drop-off locations are automatically sent a drop-off location poster upon registration, along with their collection kits. These colorful, eye-catching promotional posters are available to all participants for on-site display.
4. **Brochures:** Printed promotional brochures are automatically sent to new participants upon registration. These are also available at request for distribution to participants, and include information about the Thermostat Recovery Program, instructions on how to participate and what's accepted/non-accepted.
5. **Collection Container Labels:** All the TRP's collection pails are labeled with the program logo and branding, with warnings to restrict collections to intact thermostats only and not to dispose of with regular waste. This serves as a visual reminder for participants and helps ensure compliance with program goals.



Figure 2. Thermostat Collection Pail

6. **Pail Sweep Email:** During the 2025 calendar year, the TRP sent emails on May 1, 8, 15, 22 and 29, 2025, to all program participants with an eye-catching campaign with a call to action urging participants to return collection pails that are more than half full.

3.6 Results of Education and Outreach Efforts

3.6.1 Website

An analysis of the website's user statistics shows that during the 2025 calendar year, the website incurred 397 website visits specifically from the province of Manitoba, a 14% increase compared to 349 website visits in 2024.

3.6.2 Brochures

Throughout 2025, 5 program brochures were distributed to initiate the new registrant. This is down compared to 34 in 2024. The distribution of electronic communications remains the preferred method of outreach and education. We are moving away from distributing printed brochures. In 2026, TRP will continue current efforts, while facilitating the material request process for participants, and exploring direct outreach opportunities among HRAI's Manitoba members and the province's municipalities. HRAI will not be reordering additional copies of brochures once the current inventory is depleted.

3.6.3 Webinars

In 2025, HRAI collaborated with the Green Action Centre to deliver outreach to Indigenous communities in Manitoba. On November 26, 2025, HRAI presented a Lunch and Learn webinar to Manitoba First Nations Waste Minimization Coordinators. The Green Action Centre supported the initiative by promoting the session to its network. The webinar provided an overview of the Thermostat Recovery Program, including the proper handling and disposal of thermostats, and helped raise awareness of the program within Indigenous communities.

3.7 Reducing Environmental Impacts

Historically, most of the components recovered through the Thermostat Recovery Program have been recycled, including plastics, metals, glass, and any electronics associated with the thermostat. Plastics from the mercury-containing thermostat housing recovered through the program during the 2025 calendar year were not recycled due to low quality and as such are not amenable to recycling (see Section 3.8 for more information), as well as glass was not recycled due to quality impurities and low market demand. All other components collected through the program were recycled as per the approved plan.

The recyclability of mercury-containing thermostats cannot be improved, nor can the reusability of these obsolete products. New electronic programmable thermostats are more eco-conscious as they do not contain mercury and demonstrate higher energy efficiency than their mechanical mercury-bearing predecessor. Furthermore, there are dangers associated with the reuse of mercury-containing thermostats due to incompatibility with some new HVAC systems. For this reason, responsibly recycling older mercury-containing thermostats and replacing them with newer electronic models continues to be the best practice to reduce environmental impacts in program operations.

Other program materials, such as metals, are recovered with a high level of certainty, therefore efforts to continually reduce environmental impacts within the scope of the program have centered on improving the program's collection processes. To avoid collecting non-thermostat materials through the program, the outside of the collection pail is labelled "For Intact Thermostats Only" (as described in Section 3.5 above), and participants are routinely reminded to limit collections to thermostats and related materials. In addition, the

TRP team sends a monthly “Unaccepted Collections Notice” via email to those participants that returned collection pails containing one or more item(s) that the TRP does not accept in our recovery stream (including thermometers, barometers, CFL bulbs, liquid/elemental mercury, etc.).

Additional areas of opportunity identified to reduce environmental impacts are through the reuse and recycling of collection containers, as well as by eliminating unnecessary shipments through collection sweeps. Collection containers are cleaned and reused within the cycle of the program until they are no longer fit for the safe storage of mercury-containing thermostats, at which point they are recycled. Air emissions are reduced as the program encourages participants to return pails only if they are at least half full during collection sweeps.

Additional practices to reduce environmental impacts continue to be explored to ensure the program delivers positive outcomes for the environment and Manitoba’s citizens.

3.8 Pollution Prevention Hierarchy

Pollution prevention efforts have continued to focus on recycling, rather than reduction/redesign or reuse. The breakdown as to why recycling is the preferred management technique out of the four “Rs” is provided below.

Reduce/Redesign: The main environmental concern with thermostats is the mercury contained in the mercury-containing models. All mercury-containing thermostats have been redesigned eliminating the mercury-vessel and have no longer been produced or sold in Canada. While mercury-containing thermostats remain in use, the last known date of manufacture for these models in Canada was 2008 and they are no longer sold in Canada. The government of Canada enforced regulations in 2015, banning the sale, manufacture and import of all mercury-containing products into Canada (excluding lamps and dental amalgam). This guarantees that mercury-containing thermostats are an obsolete product. New thermostats have been redesigned to eliminate the mercury-switch component and improve energy efficiency.

Reuse: The plan does not encourage the reuse of old thermostats collected through this program for the following reasons:

- Our primary goal is to collect old mercury-containing thermostats and ensure that the mercury and other components are properly recovered from the environment and managed responsibly, not to see them in continued use;
- Old non-mercury-containing thermostats may not meet the technical/safety specifications or allow newer HVAC systems to reach their capabilities of higher energy efficiency levels; and
- The mercury recovered from the thermostats is no longer processed for reuse in new product manufacturing due to environmental concerns.

For these reasons, responsibly recycling older thermostats and replacing them with new models continues to be the best practice to reduce environmental impacts. Our goal is to collect end-of-life thermostats and ensure that the components are properly recovered and managed appropriately.

Recycle: The thermostats recovered from the province of Manitoba are sent to Aevitas Inc. located in Ayr, Ontario. Once at the recycling facility, the thermostats are counted, documented, dismantled, and the number of thermostats collected is tracked and reported to HRAI on a monthly basis, along with a breakdown of the total quantities of mercury-containing thermostats, the total number of mercury vessels (each thermostat can have between 1-4), total number of electronic thermostats, the total number of batteries, and the total weight of plastics, metals, glass, and mercury from each participant.

- The metals collected are a mix of iron, nickel, and aluminum, all holding high reuse/recycling value and are sent for recycling and reuse within Canada.
- The batteries are sent to Port Colborne, ON for recycling
- The collection pails when they can no longer be reused are sent for recycling within Canada

Recover: TRP does not send thermostats to waste-to-energy facilities.

Dispose: The glass, mercury and plastic from the thermostat housings are sent to landfill.

- The glass vials containing the mercury are consolidated with others from Canada and shipped to Bethlehem Apparatus Inc. located in PA, USA, typically at least once per year, where the glass and mercury are separated. Refer to Appendix B for Bethlehem Apparatus Inc. manifest.
 - o The glass is crushed and sent to landfill due to quality impurities and low market demand.
 - o The mercury undergoes a stabilizing treatment process, converting elemental mercury to mercury sulphide, rendering it safe for disposal in specially engineered landfills. Once the mercury is processed by Bethlehem it is shipped back to Canada for disposal at Stablex located in Quebec. Stablex is a permitted hazardous waste disposal facility.
- The plastic components recovered through the program from the mercury-containing thermostats are deemed “e-waste plastics”. These materials consist of mixed plastic types with low recycling value and, as a result, are not economically viable for recycling and are sent to landfill. Recycling facilities accept only a limited range of plastic types.

The Thermostat Recovery Program products management is described in the following chart:

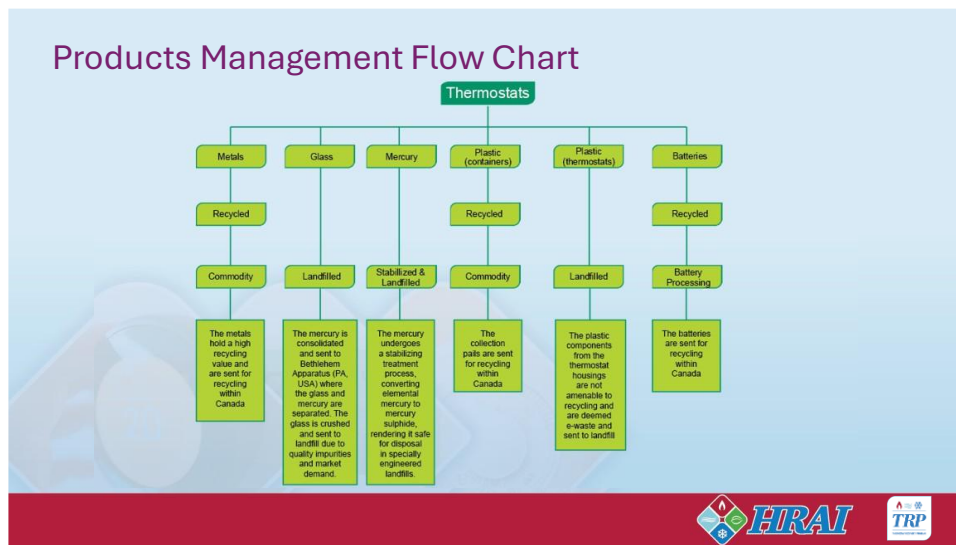


Figure 3: Thermostat Recovery Program products management (incl. Manitoba)

TRP will continue to participate in ongoing discussions with recycling and waste processing facilities, as well as other stewardship organizations, in hopes to derive a joint solution to divert e-plastics from landfill. Investigations into potential solutions will consider all developments within the plastics market, along with any government developments. According to Aevitas, they are currently looking into plastic recycling solutions. In 2025, Aevitas was able to send the electronic thermostats to an approved electronics recycler, where they were processed, dismantled, and shredded. The plastic housings were shredded and sent to a

plastics recycler, the circuit boards were shredded and sent to a smelter, and the metal components were sent to a metal recycler.

The total breakdown of all materials recovered from the province in Manitoba in 2025 included:

- ✓ 150 intact mercury-containing thermostats
- ✓ 0 loose vessels
- ✓ 3.03 kilograms of metals
- ✓ 8.46 kg of plastics
- ✓ 0.44 kg of mercury
- ✓ 28 batteries
- ✓ .17 kg of glass

3.9 Summary of Research and Development Efforts

In 2025, a total of 50 electronic thermostats were collected in the province, compared to 33 in 2024. We anticipate that the trend will be an increase in the number of electronic thermostats collected in the coming years as the number of mercury-containing thermostats available for collection will decline over the coming years, through ongoing efforts to increase awareness of the appropriate recycling of electronic thermostats through the TRP. It is estimated that by 2030 most mercury-containing thermostats will likely be out of use due to HVAC system upgrades and energy efficiency programs. Beyond 2030, a small number may still exist in older buildings with low retrofit rates.

In 2026, TRP will continue to identify and engage with other industry associations whose members may work with end-of-life thermostats and ramp up progress with groups such as the Mechanical Contractors Association's Manitoba chapter, as well as HRAI's Manitoba contractor association members.

3.10 Financial Statements

The Thermostat Recovery Program does not charge eco-fees and thermostat manufacturers continue to absorb the full costs for recovery and recycling. As no eco-fees are charged to the public, financial statements are not audited for the purpose of this annual report.

Please find a copy of the 2025 TRP Financials in Appendix C. As outlined in the attached financial summary, 100% of the total annual program costs are funded by the programs stewards/sponsors. Accordingly, HRAI does not maintain any reserves for TRP. While the TRP financials are not audited as a standalone entity, HRAI's financial statements are audited annually, and this audit includes the accounting related to TRP.

4. CONSULTATIONS

Below is a summary of each ongoing consultation initiative and the results achieved.

4.1 Oversight Committee Meetings

The Thermostat Recovery Program Advisory Committee (TRPAC) was reinstated in 2021, with the purpose of providing strategic input and guidance on matters relevant to the TRP. Together committee members oversee program priorities to ensure compliance with Canadian waste management legislation, act as program ambassadors, broaden the coverage of participating industry producers, enhance producer engagement on program outreach and provide financial oversight.

Over the course of 2025, the TRPAC met two times in April & November, to discuss regulatory updates in the waste management space, relevant program updates, and review program financials. These engaging consultations have allowed the TRP to operate smoothly across Canada, especially with the release of Ontario's new producer responsibility regulation for hazardous and special products, including mercury-containing thermostats, and ongoing discussions in other provinces including British Columbia. The TRPAC has allowed for more open communication between thermostat manufacturers and program administrators, ensuring the industry's voice is heard.

4.2 PRO Discussions

Thermostat Recovery Program continues to engage in discussions with the other PROs operating in Manitoba; via email and teleconferences throughout the year. The main topics of discussion in 2025 were provincial regulatory updates, pending PRO stewardship plan renewals, targets, new designated materials, performance reporting, upcoming priorities, and the Winter Roads backhaul project (see Section 3.3).

4.3 Municipal Administrators

To reach out to municipal administrators in 2025, the Thermostat Recovery Program placed ads in 2 issues (spring and winter) of the Association of Manitoba Municipalities (AMM) magazine called Municipal Leader, which typically coincides with their respective seasonal events.

4.4 Participating Collection Locations

There were no participant surveys conducted during the 2025 calendar year.

During 2025 database housekeeping practices, the TRP team identified one program participant that was a duplicate, flagging the duplicate entry as "inactive". This helps maintain an accurate list of collection points and drop-off locations that are actively participating in the program.

In 2026, the TRP will maintain its positive participant engagements and recruiting efforts, while exploring new opportunities to gather participant feedback to guide program growth and success in Manitoba.

5. CONCLUSION

In 2025, the TRP endeavored to continue achieving successful performance outcomes and providing Canadians with an easy, safe and free solution for the collection and recycling of thermostats. There was an addition of one (1) new collection point in 2025, with one participant removed from the database as it was identified as a duplicate. Therefore, the total number of active participants in Manitoba was 122, the same in 2024. Mercury-containing thermostat collection in the province decreased by 65% from 431 in 2024 to 150 in 2025.

In 2026, the TRP will continue seeking opportunities to increase program awareness and participation. Through ongoing efforts and improvements as well as an updated marketing plan, HRAI is confident that the TRP will continue to deliver a high-quality program that satisfies the thermostat manufacturers obligation under the Regulation, which is part of a harmonized national program.

APPENDIX A – EXAMPLES OF OUTREACH & MARKETING MATERIALS

TRP Outreach

Municipal Leader Magazine Ad:
 SPRING & WINTER 2025 ISSUES

most costs of the program annually. This increase can range from \$500 million to \$1 billion.

The vehicle company pays claims and it specifies the liability limit. The Corporation pays the compensation from the Real Fund over a 10-year period. There is no limit on how much compensation the Real Fund can provide for eligible claims. The amount that municipalities and their citizens are owed will depend on the financial health of an accident.

One of the common questions we receive is "Where does the money for the Real Fund come from?" The Real Fund is funded through a levy imposed on each litre of fuel sold in the province. The Real Fund also grows through interest earnings. These funds are used to pay claims.

WHAT IS COVERED?
 The Real Fund covers all types of damages and losses that municipalities may suffer in the event of a major crash by rail accident. These include:

- Personal injury or death
- Emergency response costs
- Clean up expenses
- Environmental contamination
- Property damage
- Economic losses
- Loss of substance being and contained

HOW MUNICIPALITIES CAN PREPARE
 Major vehicle accidents involving trains are rare, but being prepared can make the difference between a minor inconvenience and a major crisis. To help local governments take charge when a major crash occurs, we've broken down the compensation process into simple, actionable steps:

- 1. Familiarize your employees with the process**
 Municipalities employ engineers and responders - police, fire, and emergency - at each of the facilities with how to file a claim. Integrating this process into emergency response plans is a great first step.
- 2. Document damage and costs as they happen**
 To receive effective compensation, you need to be ready to gather evidence and keep detailed records of all damages, losses and costs. This might include:
 - Invoices, photographs, and other proof of loss
 - Contracts, statements of work, price quotes, and receipts
 - Financial records
 - News and local surveys
- 3. Appoint assessors and survey reports**
 Appoint assessors and survey reports. Compensation and litigation must claims must be submitted within three (3) years of the accident.
- 4. Submit your claim**
 File your claim with the railway company named in the accident. If the railway company has reached its liability limit, the amount claim will be transferred to the Real Fund. Also, you may want to be identified directly to the Real Fund.
 - In both cases, the claims submission deadline must be respected.

ACT TODAY TO BETTER PREPARE FOR TOMORROW
 Don't wait until the day is uponing for the emergency to be ready. To help you prepare, we've created a Compensation Checklist tailored to help you integrate our recovery into your emergency plans.

Take the first step toward preparedness today. Download the checklist at www.mn.gov/real-fund today and empower your team with the tools they need to succeed.



Winnipeg Free Press:
 FEB 5, APRIL 16, SEPT 17, AND OCT 15, 2025 ISSUES

COMMUNITY FORUM
BY COMMUNITY DEVELOPER

Getting drug users off our streets safely

ELMWOOD
 On Oct. 3, the Manitoba NDP government announced that it will be providing financial support to the Elmwood community and City of Winnipeg to help with the costs of the program. This means that the Manitoba Health Services, which will be providing the program, will be able to provide a safe and effective program to help with the costs of the program.

ROYAL LEPAGE REAL ESTATE
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TOP 10 TEAMS

TOP 25 INDIVIDUALS

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HPAC Magazine Ad (Industry Publication):
Feb, June and October 2025 ISSUES

MSN
Continued from p44

INNOVAIR SOLUTIONS

QUEBEC'S THERMO 2000 TO JOIN INNOVAIR SOLUTIONS
Quebec-based hydronic heating and domestic hot water equipment provider Thermo 2000 has revealed plans to merge with Innoair Solutions.

Thermo 2000 is based in Richmond, Que. and has operated in the hydronic and domestic hot water space for more than 45 years. This merger will allow Thermo 2000 to leverage Innoair's network, including access to U.S.-based clients, while still operating independently and retain current management teams.

"Thermo 2000 is in great financial health and is ready for the next step. We share the same geographic, family and entrepreneurial values and the same vision with Innoair Solutions, which will allow us to grow while remaining true to our identity," said Jocelyn Cousin, president of Thermo 2000.

Innoair Solutions is a designer and manufacturer of residential, commercial and industrial HVAC products comprised of over 1,200 employees. Its brands include Duxbury, Duxelles and Duxign. innoairsolutions.com thermo2000.com

HEATLINE SUCCESSION PLAN
HeatLine, manufacturer of self-regulating freeze protection systems for pipes and roofs, including already-implem and entropic solutions for water lines and drains, has announced a leadership transition forming a multi-year succession plan. The company has appointed Matthew Roberts as president, Brent Hulse as vice president of sales and operations, and Laurie Roberts as vice president of quality management.

Company co-founders Lorne and Robin Hulse will continue in strategic roles as vice presidents of product development and innovation and vice presidents of finance.

The transition marks a shift to the next generation of the founding family. Brent and Laurie are the children of the co-founders, and Matthew is their son-in-law.

Matthew previously served as operations manager, where he led ERP implementation and production improvements, and Brent has served as sales manager, technical support, and in research and development. Laurie has served as office manager, overseeing customer service, administration, communications, and business and financial governance.

"I could not be more pleased to see our dream moving forward with our family and the next generation," noted co-founder Lorne Hulse.

LENNOX TO PURCHASE MSI INDUSTRIES' HVAC DIVISION
Lennox has signed a definitive agreement to purchase the HVAC division of MSI Industries, which includes the Duro Dyme and Supco brands among others, from Sentinel Capital Partners for approximately \$850 million.

Duro Dyme and Supco are both manufacturers of components, parts and accessories for HVAC/R professionals. This acquisition will expand Lennox's portfolio of HVAC parts, supplies, and manufacturing and distribution centers across North America. lennox.com

Bring your mercury or smart electronic thermostats in for SAFE DISPOSAL
1,775 Wholesaler & Contractor participants, and growing!

TRP **HRAI**
MORE INFO: hrai.ca/trp 1-800-367-2221 7-709-779-1234 trp.hrai.ca

44 HPAC | OCTOBER 2025 HPACMAG.COM

Mechanical Business Magazine Ad (Industry Publication):
March/April, May/June, Sept/Oct, and Nov/Dec 2025 ISSUES

HUMAN RESOURCES Continued from p 11

The Bottom Line

If you have weighed the risks versus the rewards and still see an upside for your business, there are safer ways to use AI tools. Any business that sees so leverage AI while minimizing risks should turn to partnering with a broker as an insurance. Version of the AI tool of their choice. Insurance versions come with associated costs but include privacy protections, and you can often roll the size of your data for storage, which helps protect your privacy and can slow on your carbon footprint. As always, I'm going to also advise that you thoroughly establish and communicate in the AI policy you sample in the online version of the article as machine-learning.com this was actually generated with the assistance of ChatGPT, just for money value.

Finally, I should go without saying how you should always have an actual human familiar with your business carefully review any AI generated documents or analysis before the information is put to any business use. Once you have the person in place, you can start making use of the amazing tool. Happy clearing!

AI

You should always have an actual human familiar with your business carefully review any AI generated documents or analysis before that information is put to any business use.

Steven Strick has over 30 years of human resource and consulting experience across a variety of businesses and currently manages HR for U.S. in a lab in Chicago, Ill. He can be reached at stevestrick@stevestrick.com.

Fill the pail with thermostats & fill the planet with hope.

Thermostat Recovery Program
The Thermostat Recovery Program is a national program that provides a \$100 rebate on the purchase of a new thermostat. The program is available in all 50 states and the District of Columbia. For more information, visit www.thermostatrecovery.com or call 1-800-367-2221.

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hrai.ca/trp

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Water Treatment**

70 Mechanical Business 12 25

THERMOSTAT MERCURY RECOVERY PROGRAM

EASY. SAFE. FREE.
THERMOSTAT RECYCLING

Canada's Thermostat Recovery Program (TRP) is a thermostat collection program delivered in partnership with various HVAC/R stakeholders in nearly every province across Canada.

It began in 2006 with the goal of encouraging the uptake of newer, more energy efficient programmable thermostats, the Thermostat Recovery Program (TRP) is Canada's safe and responsible collection and disposal service for unwanted mercury-containing and electronic thermostats.

Thermostats contain approximately 2.5-10 grams of mercury, and so the safe collection and disposal of mercury is critical, keeping it out of Manitoba's landfills and water tables.

Find a TRP depot nearest you at:
<https://www.hrai.ca/trp>



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WasteWise – Where to recycle in Manitoba (<https://www.manitoba.ca/sd/wastewise/pros.html>)



WasteWise

WHERE TO RECYCLE IN MANITOBA

Manitoba Product Stewardship

In response to Manitoba's product stewardship regulations under The Waste Reduction and Prevention (WRAP) Act, eleven producer responsibility organizations (PROs) have been established to enhance material recycling in Manitoba.



Leading the charge for recycling!



Canadian Dairy Association
REPRESENTING THE INDUSTRY SINCE 1915







TIRE STEWARDSHIP
1-800-951-5214 • TIREWASTE.BE • 504-504





MMPM
Multi-Medical
Stewardship Manitoba







TRP Marketing

Thermostat Recovery Program Website:



Industry

- Membership
- Learning
- News & Events
- President's Reports
- Refrigerant Management Canada
- Thermostat Recovery Program**
- About the Program
- FAQ
- Facts & Info
- Stewardship Plans & Approvals
- Program Results
- Program Facilitators
- Participate
- Register
- Public Drop Off Locations
- Refrigerant Transition in Canada
- HVACR Quarterly Statistics
- HRAI's Climate Action Statement
- Budget Submission
- Tariff Action
- HRAI Residential Heat Pump Workforce Readiness Initiative



The Thermostat Recovery Program (TRP) is a stewardship program focused on recovering and recycling thermostats that are no longer in use across Canada.

We accept mercury-containing, electronic and mechanical thermostats and ensure that all the components, especially the mercury, are kept out of the waste stream.

It is an easy, safe and FREE way to help reduce the human health and environmental threats posed by mercury. Register [below](#)

Does your thermostat contain mercury?

> Find out here: > [RESPONSIBLE THERMOSTAT RECYCLING](#)

Contact the TRP Coordinator:

trp@hrai.ca | (905) 602-4710 | (800) 267-2231 x245

Staff contacts:

Nancy Larsen, Program Coordinator, Environmental Services
(800) 267-2231 x246

Kathleen O'Malley, Manager, Environmental Services
(800) 267-2231 x240

TRP Promotional Brochures (PDF):

- > [WELCOME TO TRP](#)
- > [TRP ACCEPTED / NOT ACCEPTED LIST](#)
- > [TRP BROCHURE](#)
- > [TRP DROP OFF LOCATION POSTER](#)

[Click here to learn about your options.](#)

Register

To Become a TRP Collection Point, or to return your thermostat(s) on a one time basis, for FREE!

[Public Drop Off Locations](#)

TRP Counter

Number of mercury vessels	Number of thermostats	Weight of mercury in kg
357,278	235,398	893.20

TRP Welcome Letter

Welcome to the TRP 9.23.pdf 279 KB

TRP Accepted Not Accepted List 2023.pdf 1 MB

From: Thermostat Recovery Program <trp@hrai.ca>
Sent: August 13, 2025 6:17 AM
To: waylon@rmofstandrews.com
Subject: Welcome to the TRP

Good morning Waylon,

Thank you for your interest in joining Canada's [Thermostat Recovery Program \(TRP\)](#)! We have received your online registration form and have activated your participant profile.


Here's what you can expect next:

- By default, new TRP participants receive one (1) collection pail which holds between 50-75 thermostats and a pre-paid return Purolator waybill. When you receive the pail, inside will be the pre-printed return waybill to be used once the pail is full and ready to be returned. We recommend that you remove the pre-printed return Purolator waybill for safe keeping.
- When your collection pail is at least half full, you can return it for recycling via Purolator (☎ 1-888-SHIP-123).
- Once received at our collection facility, you automatically receive replacement materials at your location within a 3-week turnaround period (unless requested sooner).

Please read through the attached Program Information documents for more information and collection guidelines, and don't hesitate to reach out for any questions or additional material requests by emailing us anytime at trp@hrai.ca. As noted on the Accepted and Not Accepted brochures, loose batteries are not to be placed in the TRP pails.

Thank you,

Nancy Larsen
Environmental Services Program Coordinator
Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI)
5560 Explorer, Unit 101A
Mississauga, ON, L4W 5M3
T: 1-905-602-4700 ext. 245
Direct: 905-361-1165



Program Information Documents WELCOME TO THE TRP!



HRAI

Great! You've decided to help keep end-of-life thermostats and mercury out of our environment.

Now what?

You'll Receive a Program Starter Kit in the next 2-3 Weeks.

KIT INCLUDES:

- 5-gallon collection pail with a locking lid, holding roughly 60 thermostats
- Or a smaller collection pail, holding roughly 5 thermostats
- Pre-paid return shipping waybill for Purolator
- Program information & materials

Fill Your Pail With...
Electronic and mercury-containing thermostats
Leave thermostats intact. Do not remove components or mercury switches.
We will replace any 16oz Purolator waybills.

EASY SAFE FREE

Call 1-888-SHIP-123 for Pickup
Once your pail is full, contact Purolator. Once it's received, we'll send you a replacement pail and return waybill to keep the cycle going.

Need More Info? 1-800-267-2331 x 108 trp@hrai.ca

Accepted & Non Accepted Items
(Updated in 2025)

THERMOSTAT RECOVERY PROGRAM
A **FREE** service to keep thermostats out of the environment.

<p>DO</p> <p>WE ACCEPT, INTACT:</p> <ul style="list-style-type: none">• Mercury containing thermostats• Electronic Thermostats <p><small>TRP</small> POWERED BY <small>HRAI</small></p>	<p>NOT</p> <p>WE DON'T ACCEPT:</p> <ul style="list-style-type: none">• Thermometers• Carbon Monoxide Alarms• Batteries• Liquid Mercury• Blood Pressure Gauges• CFL Bulbs• Separate Mercury Switches• Pressuretrols• Smoke Detectors
--	---

FREE TO PARTICIPATE
Email hrai.ca/trp

TRP Branded Drop-off Poster

**MERCURY & SMART ELECTRONIC
THERMOSTAT**

DROP-OFF LOCATION

DROP-OFF YOUR
**FULLY INTACT,
USED THERMOSTATS**
HERE

MORE INFO
hrai.ca/trp
1-800-267-2231
x 108
trp@hrai.ca


TRP
THERMOSTAT RECOVERY PROGRAM


HRAI


90
YEARS

- Dispose of old thermostats in the TRP collection pail to ensure all components (particularly mercury) are recycled and managed responsibly.
- Return the collection pail via Purolator using the pre-paid waybill provided (and we will send you a free replacement pail).
- Misplaced your Purolator waybill? No problem, contact us at trp@hrai.ca and we will email you one.
- Have a question or need materials? Contact us at trp@hrai.ca or call **1-800-267-2231 x 108**
- www.hrai.ca/trp

ADMINISTERED BY:





MORE INFO
hrai.ca/trp
 1-800-267-2231
 x 108
trp@hrai.ca






THERMOSTAT RECOVERY PROGRAM

HELP KEEP MERCURY & OTHER TOXINS



OUT

OF OUR LAND, WATER & AIR

UNACCEPTABLE

WE DON'T ACCEPT

-  **BATTERIES**
-  **MERCURY**
-  **PRESSURE GAUGES & BAROMETERS**
-  **THERMOMETERS**
-  **CFL BULBS**
-  **SEPARATE MERCURY SWITCH**

UNACCEPTABLE

WE DO ACCEPT




ELECTRONIC AND SMART THERMOSTATS



INTACT MERCURY CONTAINING THERMOSTATS



EASY SAFE FREE

MORE INFO

1-800-267-2231 x 108
trp@hrai.ca

hrai.ca/trp

TRP Branded Collection Pail Label (PAIL LABEL UNCHANGED FROM 2023)



EASY. SAFE. FREE.
THERMOSTAT RECYCLING

FOR INTACT THERMOSTATS ONLY

**DO NOT DISPOSE OF
WITH REGULAR WASTE**

THERMOSTAT RECOVERY PROGRAM
1 (800) 267-2231 x108 or (905) 602-4710
www.hrai.ca/trp trp@hrai.ca

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HRAI Newsletter Ads
EARTH DAY AD APRIL 2025

**SAVING
THE PLANET
TOPS OUR
BUCKET LIST**



**LET US SAFELY
DISPOSE OF
YOUR USED
THERMOSTATS**

**HAPPY EARTH DAY
APRIL 22, 2025**

hrai.ca/trp

Ad placed in June, July Aug and Sept Issues

Fill the pail with thermostats
&
fill the planet
with hope.

1-800-267-2231 x 108
trp@hrai.ca

HRAI
TRP
EASY
SAFE
FREE

Thermostat Recovery Program
We make it easy for you to keep discarded mercury and smart-electronic thermostats out of our land, water, and air. Just request a pail, fill it up and call for a free pick-up.

JOIN US
hrai.ca/trp

Pail Sweep Campaign

May 2025 + email blast sent to all TRP Participants

HRAI

**We see the pail
as 'half full.'**

Do you?

If you've got a TRP collection pail that's half-filled with mercury or smart-electronic thermostats, we're here to properly dispose of them.
Call **PURULATOR** at 1-888-541P-123 and schedule a free pickup, using your pre-paid return waybill.
If you need a new pail, waybill or have any questions contact us at

1-800-267-2231 x 108
trp@hrai.ca

hrai.ca/trp

HRAI
TRP
EASY
SAFE
FREE

You're not just filling a pail with thermostats,
you're filling a planet with hope!

APPENDIX B – RETORT MANIFEST

No manifest, as Aevitas did not make a shipment of mercury in 2025 to Bethlehem Apparatus Ltd. located in Pennsylvania, USA.

APPENDIX C – Financial Statement

**Heating, Refrigeration, Air-Conditioning Institute of Canada
Thermostat Recovery Program
Financial Report 2025**

	2025 Program Year
Program Expenses	
Administration Costs:	
HRAI Management Fees & Admin	141,579
Website & Database	531.25
Travel	4,641
Marketing	17,442
Environmental Liability Insurance	3,358
Total Administration:	167,551
Regulatory and Variable Expenses:	
Stewardship Initiatives	28,495
Third-party audits	15,375
Shipping for contractor channel	12,780
Dismantling & Recycling Thermostats	80,084
Total R & V Expenses:	136,735
TOTAL PROGRAM EXPENSES	\$304,286
<u>Contributions by Stewards</u>	
ICP (Carrier)	3,908
Copeland Canada (Emerson)	83,169
Resideo Technologies, Inc. (Honeywell)	204,656
Lennox Corporation	6,951
Johnson Controls, Inc./Coleman/York	5,602
Total Contributions	\$304,286

APPENDIX D – MANITOBA ANNUAL REPORT OVERVIEW

The following is a concise overview of key program details, based on the Manitoba Annual Report Review template. This section is intended to provide a quick reference to some key pieces of program information, with references to the appropriate sections of the report to find more detailed information.

General Program Characteristics

Category	Details
Act and Regulation	<ul style="list-style-type: none"> - The Waste Reduction and Prevention Act, C.C.S.M. c. W40 - Manitoba Regulation 16/2010 (Effective February 3, 2010) for Household Hazardous Material and Prescribed Material Stewardship Regulation - Household Hazardous Material and Prescribed Material Stewardship Guideline (2010-01E, May 2011)
Performance Targets and Measures	<p>Act and Regulation:</p> <ul style="list-style-type: none"> - Section 16(1) of the Household Hazardous Material and Prescribed Material Stewardship Regulation requires the operator of an approved plan to submit an annual report within 90 days after the end of each calendar year.
Guidelines	<ul style="list-style-type: none"> - Collection system should have a radius of approximately 50 km for rural areas, 15 minutes travel time in urban areas, and other measures for remote/northern areas (e.g., special collection events) (Section 3.3). - May include sale and recovery data, municipal waste composition study results, surveys of public awareness, the amount of waste material collected by service providers, number of collection points, and proportion of product managed according to pollution prevention and the 4Rs hierarchy (Section 3.8). - Measure, monitor, and report on program performance, including meeting designated material recovery rate targets (Section 3.4).
Stewardship Plan and Approval Letter	<ul style="list-style-type: none"> - Performance is measured based on program accessibility/participation (number and location of collection facilities) and public awareness. - Program reports quantities collected, diverted, and recovery rate. - Stewardship plan commits to collection monitoring and target capture rates increasing annually (Sections 3.3-3.4 and Sections 3.7-3.8). - (Approved Manitoba Stewardship Plan for Mercury-Containing Thermostats available at www.hrai.ca/trp.)

Annual Report Indicators (2025)

Indicator	2025 Annual Report Information	Comments	Other Jurisdictions
Total Material Generated	No new mercury-containing thermostats were manufactured or sold.	Product is obsolete; no new material is being generated.	TRP BC: - # Thermostats Recycled - # Mercury Vessels - # Electronic Thermostats - Weight and end fate of recovered resources - Weight of recovered mercury TRP ON: - Weight and end-fate of recovered resources - Weight of recovered mercury
Total Material Collected <i>(Total vessels; total thermostats; loose vessels; revised total thermostats assuming 1.4 vessels per thermostat; total mercury)</i>	174 vessels 0 loose vessels (clipped from thermostats and returned in collection pails) 150 intact thermostats 150 total thermostats (assuming 1.4 vessels per thermostat) Total Mercury = 0.44 Kg	From January 1 to December 31, 2025. Total represents a combined total of intact thermostats plus loose vessels converted to thermostats at 1.4 vessels per thermostat.	
% Recovered <i>(based on targets in approved stewardship plan)</i>	N/A	Number of units determined using industry standard of 1.4 vessels per thermostat, as per approved plan.	
Accessibility: Population Coverage	See footnote below.	See footnote below.	TRP BC: - Collection sites - Regional district coverage TRP ON: - Call-in service for communities to request a pickup (Send-back channel)

# Collection Sites	122	Details in Section 3.2	
# Collection Events	N/A	Collection is ongoing, not event-based.	
# Participating Regional Districts / Municipal Collection Sites	30	Details in Section 3.2	
Communication Efforts Undertaken	<ul style="list-style-type: none"> - Website visits from MB: 397 total - Brochures distributed: 5 	Details in Section 3.6	<p>TRP BC:</p> <ul style="list-style-type: none"> - Website traffic - # of promotional materials distributed - Outreach through RCBC - Outreach through regional district channels <p>TRP ON:</p> <ul style="list-style-type: none"> - Website indicating presence of mercury in thermostats and related hazards, incl. description of TRP collection services - Promotional materials, with website address and description of how thermostats collected and managed, available to public

*Please note that there have been no new mercury-containing thermostats manufactured or sold into the market in Canada since 2008, therefore, all thermostats recovered by the program are older models that are being retired from use at end of life.

*All members of the public can participate in the TRP. The Send-back channel allows participants to receive a small collection pail and pre-paid return shipping bill to return 1-4 thermostats to our recycling facility

Material	Amount Generated	Amount Recovered	% Recovered
Mercury-Containing Thermostats	Mercury thermostats are no longer manufactured or sold in Canada.	150 units	N/A

Electronic Thermostats	50	N/A	N/A
Elemental Mercury	0.44 kg	N/A	N/A
Metals	3.03 kg	N/A	N/A
Plastics	8.46 kg	N/A	N/A
Glass	0.17 kg	N/A	N/A
Batteries	28	N/A	N/A