

2018 ANNUAL REPORT

The background of the entire page is a detailed architectural blueprint in a light blue color, overlaid on a darker blue gradient. The blueprint shows various room layouts, including a 'CORRIDOR', 'BATHROOM', 'CLOSET', and 'MASTER BEDROOM'. It includes numerous technical drawings, dimensions, and labels such as 'DOWN', 'UP', and 'ELECTRICAL'.

ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO

2018 ANNUAL REPORT



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EXECUTIVE COMMITTEE



Mark Lloyd
President
T. Lloyd Electric Limited



Brad Walker
First Vice-President
Laframboise Group Limited



Ken Crawford
Second Vice-President
C & M Electrical



Dan Lancia
Past President
Holaco Installations Limited



Chris Cimek
ETBA Chair
E.S Fox Limited



Doug Dinniwell
Treasurer
Western Mechanical Electrical
Millwright Services Limited

BOARD OF DIRECTORS

DIRECTOR NAME	COMPANY	ECA CHAPTER
Joe Kurpe	J & L Electrical Contractors Limited	ECA Hamilton
Rob Biosvert	Industrial Electrical Contractors Limited	ECA Quinte/ St. Lawrence
Gary Rossol	Gordon Electric Limited	ECA London
Mike Leone	Procon Contractors Inc.	ECA Niagara
Mike Rose	Rogol Electric Company Limited	Greater Toronto ECA
Tim Birnie	Birnie Electric Limited	Greater Toronto ECA
Kevin Martineau	Plan Group	Greater Toronto ECA
Rick Ball	White Pine Electric Limited	ECA Thunder Bay
Gregg Mellon	Mellon Inc.	ECA Sarnia
Roch Picknell	Wired Synergy Inc.	ECA Ottawa
John Salvatore	Mid South Contractors Limited	Windsor ECA
Terry Moore	TM3 Inc.	ECA Central Ontario
Tim Scott	Ontario Electrical Construction Company Limited	ECA Sudbury (Northern)
Bob Ritzmann	Alltrade Industrial Contractors Inc.	ECA Central Ontario
Mark Quinn	Symtech Innovations Limited	Greater Toronto ECA

DIRECTORS AT LARGE

DIRECTOR NAME	POSITION	COMPANY	ECA CHAPTER
Mark Lloyd	President	T. Lloyd Electric Limited	ECA Hamilton
Brad Walker	First Vice-President	Laframboise Group Limited	ECA Ottawa
Ken Crawford	Second Vice-President	C & M Electrical	ECA Ottawa
Chris Cimek	ETBA Chair	E.S Fox Limited	ECA Niagara
Dan Lancia	Past President	Holaco Installations Limited	ECA Hamilton
Doug Dinniwell	Treasurer	Western Mechanical Electrical Millwright Services Limited	Greater Toronto ECA

ECAO STAFF MEMBERS



From Left to Right

Aurelia Seucharan, Cathy Frederickson, Jodi Travers, R. Graeme Aitken, Audrey Iozelli, Kamakshi Ahluwalia, Lou Stranges

EMPLOYEE NAME & POSITION	
Robert Graeme Aitken	Executive Director
Jodi Travers	Manager, Labour Relations
Cathy Frederickson.....	Communications Specialist
Lou Stranges.....	Accounting
Audrey Iozelli.....	Office Administrator
Kamakshi Ahluwalia	Marketing & Social Media Administrator
Aurelia Seucharan.....	Receptionist/ Administrative Assistant

REPORT of the PRESIDENT & EXECUTIVE DIRECTOR

Working closely together on your behalf throughout the calendar year 2018, has been invigorating, challenging, and tremendously satisfying for us. Recognizing the work that lay ahead, checking in with our members (and partners), and dealing with the unexpected; it was our goal to ensure balance the day-to-day issues with a vision for ECAO's future. And, we believe that we have laid a foundation for a more active association, increased relevance on many fronts, and a significantly stronger community.

2018 began with a new administration at the ECAO office, as well as an overhaul of ECAO staff to find the right blend of skill sets, creativity, and personalities to better serve our members.

In addition, we were met with changes to provincial legislation (a recurring occurrence in 2018) regarding the Employment Standards Act, requiring a great deal of unexpected analysis, reaction, and advice to our members. Notwithstanding this rather surprising start to the year, ECAO also got started on evaluating where we were as an employer association and where we may want to be in the future. This inward-looking survey of our landscape continued throughout the year, and in order to provide the representation our members deserve will continue.

1. Annual Conference - Held in Barcelona Spain, this event kicked-off our efforts. What we saw there, in addition to the fabulous venue, tremendous outings, and great meals, was the unprecedented interaction between members and partners. Whether it was the involvement of labour partners at the outings and sessions, or the hosting of socials by our Affiliate Partners; what we witnessed was a cohesive group of attendees with a shared vision of an industry on the rise. The difference in the mood of the conference and the clearly recognizable energy throughout did not go unnoticed by us, nor perhaps more importantly by our members and partners.
2. ECA Newsletter - While continuing our e-news and quarterly magazine, we launched a new ECA

As part of our assessing our strengths and weaknesses, we accompanied our labour partners at a number of meetings across the Province

to seek input on what the Joint Electrical Promotion Plan (JEPP) might undertake to assist in the goal of increasing our market share. During these meetings we also capitalized on the opportunities to speak to our local Electrical Contractor Associations (ECA) regarding their views on the services that were being, could be, and should be provided by ECAO. It was quickly recognized that we lacked a sense of community; that is, we were operating as individual associations and groups, without the requisite coordination, shared goals, and togetherness required to be effective throughout our industry.

As a result, and regardless of the activities undertaken, ECAO's primary objective in 2018, was to build our community. We believe that we have begun to effectively do this throughout the year. A few examples of how we went about building our community are:

- Newsletter to keep your local ECAs and solicit their views about provincial happenings and solicit their views. Still in its infancy, the ECAO office is quite excited about this new communication and look forward to working with their audience to enhance the newsletter.
3. Social Media - There is a far more comprehensive summary/report of ECAO's social media activity later in this Annual Report. However, we do want to point out that this undertaking, or series of undertakings, has been an outstanding conduit for the exchange of ideas, provision of information, and involving everyone in our community. It is our hope that greater engagement, participation, and involvement by our members and partners will transform our social media



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activity into an extensively built online community with increased engagements and conversions.

4. Annual General Meeting (AGM) - A fresh approach was taken to our AGM; let's make it an event, not just a meeting. This was, by all accounts a very welcome

change. In celebration of 2018, as our 70th year in existence; ECAO staff put together a tremendous 70's themed evening prior to the AGM. The number of attendees and attendees in 70's costumes was a testament to the openness and, perhaps even more excitement about this new style of AGM.

We are thrilled, in looking back at these undertakings, that it appears that we have but tapped the surface of building the community of which we are so proud. Yet, we are also cognizant that we must continue in these efforts in everything ECAO does.

Another area in which we consciously took a much different approach, and related to the previous items, was in our relationship with our labour partners- the International Brotherhood of Electrical Workers/Construction Council of Ontario (IBEW/CCO). Recognizing the importance of the IBEW/CCO in our community and the advantages to expanding on our commonalities, rather than getting bogged-down with with/by our differences; we took every opportunity to build and strengthen that relationship. And, with negotiations on the horizon towards the end of 2018, we recognized the great value of a good relationship for that purpose also. While not perfectly aligned on all issues, and recognizing that we probably shouldn't be, our relationship with our labour partners is strong.

With the Provincial Agreement expiring in the spring of 2019, ECAO supported the Electrical Trade Bargaining Agency (ETBA) in training, research, and preparation for negotiations. As we are certain all know, this led to a joint proposal which, once again, ensures there will not be a work stoppage. Much of this success is due to the enhanced relationship with the IBEW/CCO.

Another positive initiative with respect to the 2019 round of negotiations, in our view, was the engagement of Queen's University School of Industrial Relations and Gary Furlong of Agree Dispute Resolution to assist us with determining issues, approaches to bargaining, and unity. In addition to holding sessions with members of the ETBA, our Line ECA also spent time with Gary to prepare for their "local" negotiations. Along with a very conscious effort to improve our relationship with the IBEW/CCO and local unions, this preparation was a fresh outlook on bargaining.

Realizing the importance of preparation and knowledge, ECAO

hired a summer co-op student for the purpose of compiling; building trades, CLAC, non-union, and other collective agreement information; economic trends; comparative trade and agreement statistics; and additional related background information for 2019 negotiations at the provincial and local levels. Paul Michael Wiggins (our labour co-op student) did a tremendous job in putting together a great deal of useful information that ECAO staff would not have otherwise been able to compile. It was also, quite frankly, good for us to introduce a new labour relations/human resource practitioner to the electrical industry and to, hopefully, playing a role in his development and interest in the contracting industry.

Along with Paul Michael, we also employed Kamakshi Ahluwalia as a summer student for social media and marketing. There is no doubt that our social media presence and activity have increased significantly since, and as a result of, Kamakshi's stewardship. In fact, given the remarkable job she has done and the excitement with which she approaches these tasks, we have added Kamakshi to our fulltime ECAO. Kamakshi will continue to improve our social media presence and you can expect to hear from her often throughout the next year also.

Having these summer students in 2018 also helped us to be able to more frequently reach out to our local ECA's, members, and partners. We sought input regarding our conference, training modes and subjects, as well as collective bargaining issues to list a few. Feedback on our requests is increasing and we are grateful for the views and suggestions (as well as constructive criticism) of our community. However, we feel the rate of response remains lower than we would like and, as such, we will be exploring ways in which we can increase engagement, participation and involvement.

We are both honoured and humbled by the opportunities provided by you for us to help in progress made in 2018 by ECAO. Further, we are thankful for your support and confidence in us, as we attempt to continue to shape and implement the vision set out by our members and partners ■

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Graeme & Jodi with Dr. Awad Hanna

ECAO IN THE COMMUNITY



Graeme at National Apprenticeship Conference 2018



Celebrating Mr. Wayne Fisher's 50th Year with ECAO



Cathy & Kamakshi at CSAE Trillium's Annual Christmas Dinner

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ECAO IN THE COMMUNITY cont'd



ECA Ottawa Dinner



Graeme with Mr. John Grimshaw at IBEW Local 804 Christmas Dinner



Graeme during a Panel Discussion at Ontario Construction Secretariat 2018 Conference



Board and ECAO Staff at the Races



Melissa Young Executive Director, NETCO and Graeme IBEW All Canada Progress meeting in Moncton, NB.

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ECAO IN THE COMMUNITY cont'd



Graeme along with Ms. Christianna Jones and Mr. Ron Sarazin at Canadian Apprenticeship Forum "Diversity & Inclusion Networking Lunch"



CECA's University of Toronto student chapter representatives attended CECA's Board meeting



NETCO 2018 Conference



Graeme with IBEW International Vice President, First District, Canada, Mr. Tom Reid



Fred & Audrey at PM Expo 2018



Graeme with the Finance Minister of Ontario, Mr. Victor Fedeli



Mark Lloyd & Graeme at the Woodbine Races

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ECAO IN THE COMMUNITY cont'd



13th Annual ECAO-IBEW Golf Tournament



Participants at this year's Skills Canada - Ontario



ECAO IBEW Booth at Skills Ontario 2018



ECAO attending the Aboriginal Apprenticeship Board of Ontario (AABO) conference



Indigenous Cultural Training at ECA Ontario by Mr. Daniel Deleary



Mr. Ian Arthur & Graeme at 2018 Pollution Probe Gala

ECAO IN THE COMMUNITY cont'd



Mr. Zaheer Lakhani, Allison Murray & Graeme at Bandhu Lakhani Campea's One Year Anniversary



ECAO Staff at Pow Wow 2018

Additional Events ECAO attended during 2018:

- Canadian Construction Association Conference in Banff
- CECCO Council Meeting
- CSAE Summer Summit
- ECA Hamilton Annual General Meeting
- Electricity Human Resource Council Conference
- General Presidents Committee/ National Maintenance Agreement
- IBEW Local 105 Member Appreciation Night
- IBEW Local 773 100th Anniversary
- JEPP Road Show
- Lobbying at Council of Ontario Construction Association
- Ontario Association of Fire Chiefs Meeting
- Ontario Electrical League Meeting
- Ontario Labour Relations Board Matters
- Open for business. Open for Jobs Dinner in Kitchener
- Prompt Payment Ontario
- Provincial Building Codes
- Provincial Labour Management Health & Safety
- Training Session Delivered at Mechanical Contractors Project Management
- Windsor Electrical Contractors Association's Ladies Night Gala

LABOUR RELATIONS REPORT

With the expiry of the Principal Agreement on April 30, 2019, ECAO devoted considerable time and resources to be certain we and the ETBA were well-prepared and ready to negotiate with our labour partners the IBEW/CCO. In fact, we began with negotiations training in 2017; a well-attended three (3) day session through Queen's University School of Labour Relations.

Building on this early training resumed in 2018, with the ETBA holding a facilitated strategy session in January. As a result of this strategy session and the negotiations training, as well as to be certain to be able to devote proper time and resources, ECAO employed a summer co-op student to assist with the compilation of collective agreement clauses from other trades (in Ontario and outside the Province), tracking of changes to the Principal Agreement (as well as Yellow pages, Green pages, and Local Union appendices), comparison of CLAC, and other collective agreements, in addition to more in-depth research into specific Principal Agreement language.

Very useful to this process and preparation was a project that began in 2017; continuing in 2018 – the annotated Principal Agreement. Working with our members representing all sectors of our industry, as well as with local ECAs, Norton Rose Fulbright compiled all decisions relative to our Principal Agreement. With these decisions matched-up to the various clauses with which the decisions dealt annotations were made to all clauses impacted. In addition, area practice notes were also included for reference. We will have these available to our members on our website, requiring member login, early this year (2019).

Mark and Graeme referenced community building in their reports, and this was also a major undertaking in our labour relations activities. A great deal of progress was made in building, strengthening, and improving our relationship with our labour partners; the IBEW/CCO. Those who attended our functions in 2018, likely noticed an increased attendance by IBEW representatives. ECAO and contractor members were also much more prevalent at their events. However, what changed significantly in 2018 was ECAO's attendance at industry events with IBEW/CCO; events such as Pollution Probe Annual Gala, IBEW All Canada Progress Meeting, NECA Conference 2018, Aboriginal Apprenticeship Board of Ontario

(AABO) 2018 Conference, National Apprenticeship Conference 2018 and Skills Ontario.

It is our view that this effort to improve our relationship, also an effort by the IBEW/CCO, paid significant

dividends in the early stages of the 2019 round of negotiations. More than any of these current and easily recognizable benefits to developing this relationship, is that our interactions are no longer difficult, strained, nor confrontational; our dealings with IBEW/CCO are productive, cooperative, and much easier.

Of course when discussing or reporting on labour relations and/or the ETBA, triennial provincial/local negotiations is the event that first comes to mind. With a much better relationship and a mutual desire to ensure there would be no work stoppage as a result of failed negotiations, the ETBA agreed on a Joint Proposal for the 2019 round of bargaining (for a history of the Joint Proposal reference Issue 2, Q2 and Issue 3, Q3 of the Electrical Contractor Magazine). Yet, a different and not insignificant component of the Joint Proposal for 2019, was the addition of mediators to local and Provincial Negotiations. Ten of 11 local unions agreed to third-party mediation assistance for local bargaining. As part of local bargaining, the Mediator was to provide a written report to the Local and the ECA that would include a neutral evaluation and recommendations concerning two (2) proposals of each of the parties which were identified prior to negotiations beginning. This was also the case (although only one issue) at the provincial level. At the time of writing the results have been encouraging, with more significant discussions and changes at the local level than have been seen in recent memory. Thus, we are looking forward to provincial negotiations ■



Jodi Travers

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DIGITAL MARKETING REPORT

BY - KAMAKSHI AHLUWALIA



ECAO SOCIAL MEDIA CHANNELS



@ECAONTARIO

- 518 Followers
- 163.049K Organic Impressions
- 81 New Followers
- 12,188 Profile Visits



/COMPANY/ECAONTARIO

- Electrical Contractors Association of Ontario has 190 Followers on LinkedIn.



@ECAONTARIO

- 429 Followers
- 418 Likes
- 20,795 Page Reach



@ECAO

- ECAO has recently launched its YouTube channel. This year, ECAO aims at launching interesting videos on scheduled timings about upcoming events & latest news.

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ECAO WEBSITE

WWW.ECAO.ORG

- According to Alexa, a web information company, ECAO's Global traffic Rank is 2,552,919
- According Site Worth Traffic, ECAO reaches roughly 351 unique users each day, Which generates approximately 404 daily page views.
- 100% of ECAO's traffic is Organic
- Out of 100%, 98.74% traffic is generated from Search, according to Similar Web.



The Electrical Contractors Association of Ontario (ECAO) represents and champions the interests of the electrical contracting industry. The ECAO is committed to addressing the needs of its members through labour, government and public relations. Founded in 1948.



GOOGLE MY BUSINESS

- ECAO has a 4 star rating on Google
- 5072 People Found ECAO on Google



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MEMBER SERVICES AND AFFILIATE PARTNERS

The ECAO's Member Services Committee is the group that provides guidance and advice on programs that provide value to our Electrical Contractor Employers and their employees. The Mission Statement for Member Services is to provide tangible services to our membership that can be accessed at a discount rates on a group basis.

ECAO's Affiliate Partners also play a huge role in being part of our association and providing services and products to our members. The Affiliate Partner Program was established long ago with the objective of enlarging our partnerships with the various sectors of the electrical contracting industry, such as manufacturers, distributors, providers of services and discount offerings to our members. In return, the Affiliate Partners would like for our ECAO members to look to them for their future purchases of products and services. Buying from another supporter of ECAO, our Affiliate Partners, enlarges our family and gives them more skin in the game. For this reason I would like to urge our members to review the list of offerings from

our Affiliate Partners Directory, posted on the ECAO website. ECAO was very pleased to see a record number of our Affiliate Partners attend and sponsor both our Annual Conference in Barcelona and at our Annual General Meeting at Blue Mountain Resort in 2018.

For our full Affiliate Partner Directory check ECAO website at www.ecao.org/member-directory. The Affiliate Partners are categorized and below are examples of the range of services and products our Affiliates provide to ECAO Contractor Members:

DISTRIBUTOR/SUPPLIER

For over 35 years L.M. Generating Power has been a leader in providing temporary electrical power across Canada. With over 100 Generators ranging from 30kW to 2000kW strategically located across the country and with



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industry leading response time L.M. Generating has grown to become the trusted partner to some of Canada's foremost Utilities, Construction, Manufacturing and Contracting companies. With a full line up of electrical distribution equipment including Load Banks, Transfer Switches, Distribution Panels, Breakers and Transformers as well as accessories like Cable Mats, Fencing Sound Barrier Fencing and a variety of cabling L.M. Generating is able to provide a truly unique single source for all of our customer's temporary power projects. Whether it is scheduled projects or an emergency L.M. Generating's 24/7 team is available 365 days a year to respond and assist with our amazing team of knowledgeable staff and technicians making L.M. Generating truly "Canada's 1st Choice for Rental Power".

CONSULTING SERVICES



Construction Services Canada Consulting specializes in the prevention and management of construction disputes. With their extensive industry knowledge and experience, they can make sure that you recover any cost overruns that you are entitled to, and help prevent them from occurring in the first place.

They offer an outsourced solution for your commercial management and can help with:

- Maintaining the client relationship during disputes
- Impacting schedules to demonstrate delay
- Setting up and managing a baseline schedule
- Adding a time component to Change Orders
- Demonstrating loss of productivity
- Contract review and negotiation
- Letter writing, Notices of Delay etc.
- Generally managing claims and disputes

ELECTRICAL MANUFACTURER



Factory Direct Lighting is a Canadian LED fixture manufacturer based out of Markham, Ontario. We are the Game Changers in the LED lighting industry and cater directly to the electrical contractors. With no middle-men involved, we offer you savings as much as 45%.

Their best in quality products come with a 5 year warranty and

guaranteed customer satisfaction. Their superior and proven technologies ensure that you have the latest product designs and features available in the market today. Their wide range of products include residential, commercial and outdoor lighting.

They have introduced the FDL Smart Light Series with wireless control technology through any smart device, Alexa and Google Home.

We stock in all our products, complimentary accessories and drivers/ballasts at our warehouse in Markham. Order by call or online and stock is readily available for a fast delivery.

INDUSTRY PARTNER



The Infrastructure Health and Safety Association (IHSA) is a leader in health and safety education. Through

skillsbased training, auditing, and evaluation, we provide safety solutions to those who perform high-risk activities such as working at heights, working with energized high-voltage power systems, driving motor vehicles, transporting dangerous goods, working on suspended access equipment, and utility line clearing.

As part of Ontario's health and safety system, we are recognized by the Ministry of Labour, the Ministry of Transportation, the Ministry of Advanced Education and Skills Development, and the Workplace Safety and Insurance Board as designated trainers and consultants. So, you can be sure that the training you get from IHSA meets regulatory requirements and compliance standards ■

TRAINING & EDUCATION

- Fitness for Duty Policy Seminar by Mr. Norm Keith & Ms. Carla Oliver.

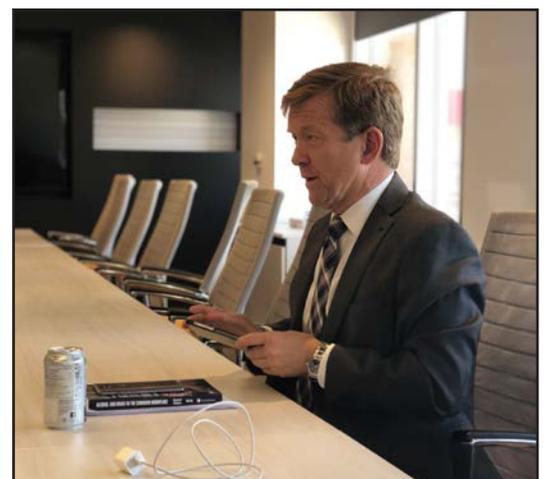


- Training Workshop on Compelling Communication to Build Trust & Credibility by Mr. Mark Bowden



- WSIB Funding Framework Overview & Policies by Mr. Michael Zaks

- Top Habits of High Performing Foremen, Pre-Construction Planning & Estimating for Construction Seminar by Dr. Awad Hanna



- Notice Provisions for Canadian Contracts by Construction Services Canada

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2018 ANNUAL GENERAL MEETING

ECAO celebrated its 70th Anniversary during this year's Annual General Meeting (AGM) at Blue Mountain Resort from September 12-13. The 70s theme reception the night before was a huge success and the costumes and music fit the occasion perfectly. Absolutely groovy.



Parting from past AGMs, the ECAO DJB Wright Award and Safety Awards were presented during the dinner. Our President, Mark Lloyd presented the coveted DJB Wright Award to Mr. Bill McKee from Carleton Electric Ltd. Bill has been an active member of the Electrical Contractors Association of Ottawa for over 30



years, holding several position including Vice President and President. Bill also served on the provincial Electrical Contractors Association of Ontario for over 16 years as Treasurer. Mr. McKee is also very active in his community supporting many local sports teams, and he continues to do so to this day. He embodies all the best qualities of our ECAO electrical contractor members. ECAO R. H. (Hugh) Carroll awards were also presented to the following winners:



- BML Multi-Trades Group Ltd. in the up to 50,000 hour category in Rate Group 704.
- Kudlak-Baird (1982) Limited in the 50,001 to 200,000 hour category in Rate Group 704.
- Mellon Inc. in the 200,001 to 500,000 hour category in Rate Group 704.



- Black and MacDonald for hours over 50,001 in rate group 830.
- The State Group for hours in excess of half a million in Rate Group 704.



The ECAO thanked retiring Board Members Ove Bakmund (Net Electric) and Anthony Tofano (TJI Electric) for their years participating on the ECAO Board.

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2018 ANNUAL INDUSTRY CONFERENCE

The 2018 conference in Barcelona was a huge success, mainly due to the record number of members, affiliate partners and industry partners attended. While many see these conference venues as a vacation, actually it allows sponsors and partners to discuss mutual industry issues in a comfortable and relaxed environment.



OUR CONFERENCE SPONSORS INCLUDED:

- Matthews & Dinsdale LLP
- IBEW/CCO
- Federated Insurance
- Gerrie Electric
- Norton Rose Fulbright
- Teksméd
- EPSCA
- Milwaukee Tools
- Anixter
- Health Source Plus
- Black & MacDonald
- IRC

SCHOLARSHIP AWARD WINNERS

ECAO ANNOUNCES 2018 SCHOLARSHIP AWARD WINNERS

- Rachel Norman, daughter of Don Norman, of Robert W. Martin Electric (1986) is studying Electrical Engineering at Queen's University. Rachel developed her passion for science and math courses during her secondary education. She is also an avid participant on Cheerleading teams, both nationally and internationally.

- Bryan Marr, is the son of Renee Marr, of E.S. Fox Limited. Bryan is studying Biomedical Sciences at the University of Ottawa, in the French Emersion Stream. Bryan has a long list of volunteer contributions to community groups ranging from McMaster's Children's Hospital, to Canadian Veterans and the Cancer Society local food drives.



- Matthew R. King, son of Robert King, at Harlock Schultz Electric Ltd. Matthew is planning to attend Conestoga College this fall to study Mechanical Systems Engineering. Matthew completed his degree in Music from Humber College, but later decided that he wanted to study something more challenging and entered the Conestoga College program. He has never regretted that decision.



- Courtney Norman, daughter of Don Norman from E.S. Fox Limited. Courtney completed her first 2 years of her engineering under grad at the University of Toronto. Courtney has been involved in several academic programs, and her passion for the medical profession, lead her to add biomedical engineering as her minor. She has also been active in sports on campus, including being Captain of the intramural girl's engineering volleyball team for 2 years.



JEPP UPDATE



SHERRI HAIGH

The Joint Electrical Promotion Plan (JEPP) was formed in 1992 by the Electrical Trade Bargaining Agency (ETBA) of the Electrical Contractors Association of Ontario (ECAO) & the International Brotherhood of Electrical Workers Construction Council of Ontario (IBEW-CCO).

Together the objective is to promote IBEW owners and IBEW members as being the first choice for safety and quality electrical work in Ontario. JEPP is co-chaired by one member from ETBA and IBEW/CCO. Over the past few years, JEPP has developed a strategic plan to launch local and provincial activities to elevate the profile of unionized electrical work. In addition, JEPP initiatives center on lobbying the provincial government on key policy and legislative matters.

Some examples of initiatives undertaken by JEPP in 2018 are as follows:

- Both ECAO and IBEW met with the Premier for a photo opportunity at the Anniversary celebration at Local 804 in Waterloo.
- JEPP oversees the Certi-fire program and in 2018 met with the Ontario Fire Chiefs on a potential partnership that would include an ad campaign to promote fire/electrical safety and promote Certi-Fire.

- As a result of the 2018 changes made to the Ontario College of Trades, JEPP is working on an ad campaign to promote the quality of apprenticeship training via our local contractors and IBEW in advance of government consultations on potential changes to the electrical training model and scopes of practice for the 309A license.
- JEPP has participated in several trade shows and conferences at a local and provincial level to build relationships with municipal and provincial politicians.
- JEPP was able to meet with the new Minister of Training Colleges and Universities to discuss next steps in dealing with the wind down of the Ontario College of Trades.
- ECAO and IBEW members continue to support and attend Skills Ontario events.
- The Powering Communities website featured several IBEW construction projects across Ontario.

JEPP will be developing a new strategic plan in 2019 to reset its goals and objectives for the next 5 years. One of the main objectives is to strengthen our lobbying efforts with politicians and to become more of a known entity in the political sphere ■

GOVERNMENT RELATIONS REPORT

PROVINCIAL LEGISLATION

2018 provided Ontarians with lots of change, particularly in the political landscape. After 13 years of a Liberal government, Doug Ford became the new Progressive Conservative Premier in Ontario. With this significant change of government, also came, the first of what are likely to be numerous, legislative changes that will impact our ECAO contractor members.

Soon after taking over, the newly appointed Progressive Conservatives quickly announced Bill- 47, Making Ontario Open for Business Act 2018, which would bring many changes that basically undid what the previous government announced under Bill -148 Fair Workplaces, Better Jobs Act, These changes were most noticeable when it came to changes to the Employment Standards Act and the Ontario College of Trades Act.

ECAO along with other trade associations had significant concerns about the scheduling and Personal Emergency Leave provisions in the old Bill-148, so the new Bill-47 provided some relief for our members. On the flip side the changes made to the apprenticeship system and the dismantling of the Ontario College of Trades, has raised some concerns by our contractors and industry partners. The new Act sets the apprentice to journeyman ratio at 1:1. ECAO members are still dealing with this change. While some welcome the opportunity to increase the number of apprentices, others feel that safety and quality of work will be compromised with the ratio reduction. The issue of apprentice ratios has also been raised at several local ECA/IBEW bargaining meetings. An additional, and not insignificant, concern is that the enforcement of electricians' licenses is returning to the Ministry of Training, Colleges and Universities. Many do not feel this will allow for adequate enforcement of illegal workers, and may be a safety concern to both workers and consumers.

While the ECAO has met with the new Labour Minister in 2018, we also recognize that we need to do more grass roots lobbying of the current MPPS on a local basis. ECAO will be developing a Lobbying Strategic Plan in 2019 to further the interests of our members and to educate government on the importance of the electrical contracting industry to Ontario's economy.

ON THE ELECTRICAL SAFETY AUTHORITY (ESA)



ECAO's new Executive Director, Graeme Aitken made a conscious effort to reach out and meet with the ESA's senior administration to begin to build a better relationship and get ESA more involved with ECAO Members. While it is recognized that many of our contractor members have productive relationships with local area ESA inspectors, it has been a while since ECAO has worked directly with Senior ESA management at a Provincial level. In 2018 ECAO heavily promoted the ESA's Town Hall meetings on their new Risk-Based Assessment. To date, the response from our Members has been positive, since the direction is to do electrical inspections on more potentially dangerous installations, rather than contractors requiring a certificate of inspection on all ESA permitted electrical work.

The underground economy continues to be a thorn for both ESA and ECAO Contractors. The main problem is that illegal or non- licensed contractors do not take out permits. Recently ESA has been investigating the idea of requiring an electrical inspection along with a building permit that is pulled.

GOVERNMENT LOBBYING

ECAO continues to sit on the Board for the Council of Ontario Construction Associations (COCA), and is closely following government legislation at Queen's Park; in particular to Prompt Payment, the Construction Act, and changes to the WSIB Rate Framework.

ECAO attended 2 Lobby Days at Queens Park to lobby for passage of Bill- 142, Construction Act, which made provisions for prompt payment to sub-contractors such as electrical contractors and has elements for a quick adjudication process in payment dispute situations. The prompt payment provisions were passed in December 2018 and the adjudication provisions are expected to be in effect by October 2019. We are also involved in the national prompt payment movement.

ECAO has been actively involved in providing feedback to WSIB on their new Rate Framework.

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Several submissions were made by ECAO in 2018 to support the elimination of the WSIB unfunded liability fund and to see reduction in the rates electrical contractors pay to reflect their individual safety record. ECAO held a webinar in 2018 featuring Michael Zacks, Director and General Counsel for the Office of the Employer, to update ECAO members on the impact of the expected changes to the WSIB Rate Framework.

In 2018 ECAO along with our labour partners IBEW-CCO, through our Joint Electrical Promotion Plan (JEPP), decided to contract a professional lobbying organization, Rubicon to help get into the offices of top newly appointed Ontario Ministers. Our objective is to make government recognize ECAO and IBEW-CCO as major leaders in the construction industry, and to ask them to turn to us for feedback on proposed government legislation as it impacts the electrical contracting industry.

Through the ECAO's new local Electrical Contractor Association Newsletter, "Watts Up", we have been trying to get our local association involved in more grass-roots lobbying with their local MPP. A list of the Ontario MPPs is included in our Annex A.

Since the change in government, ECAO has undertaken various methods of outreach to Ministers and senior staff in these Ministries most likely to impact on our members and partners. This has included Ministry of Labour; Ministry of Training, Colleges, and Universities; Infrastructure; and the Premier's Office.

In addition to ECAO's participation in lobbying efforts with COCA, and NETCO to further our lobbying efforts and effectiveness.

Finally, Graeme and Jodi (along with our President, Mark Lloyd) attended the National Electrical Contractors Association (NECA) Conference, to learn about our US counterparts; to understand what might be utilized in Ontario; how we share this information along with our Canadian Electrical Contractors Association (CECA) with their strategic objectives in Canada. This will continue when NECA President, David Long, comes to ECAO early this year ■

LINE & COMMUNICATION REPORT

LINE COMMITTEE UPDATE

The Standing Line Committee changed its name and structure to eventually function as an Electrical Contractors Association (ECA). A bylaw was developed and approved by ECAO's Board of Directors establishing the former Standing Line Committee as the new ECA Line. The Board of Directors for the newly formed ECA Line was established and there is representation from the following sectors:

- Linework
- Substations
- Roads/Street/Traffic
- Renewable Energy/Other.

The ECAO expanded its contact list of Line Contractors and extended an invitation to a general Line meeting in December to review the Yellow Pages and discuss bargaining strategy for 2019.

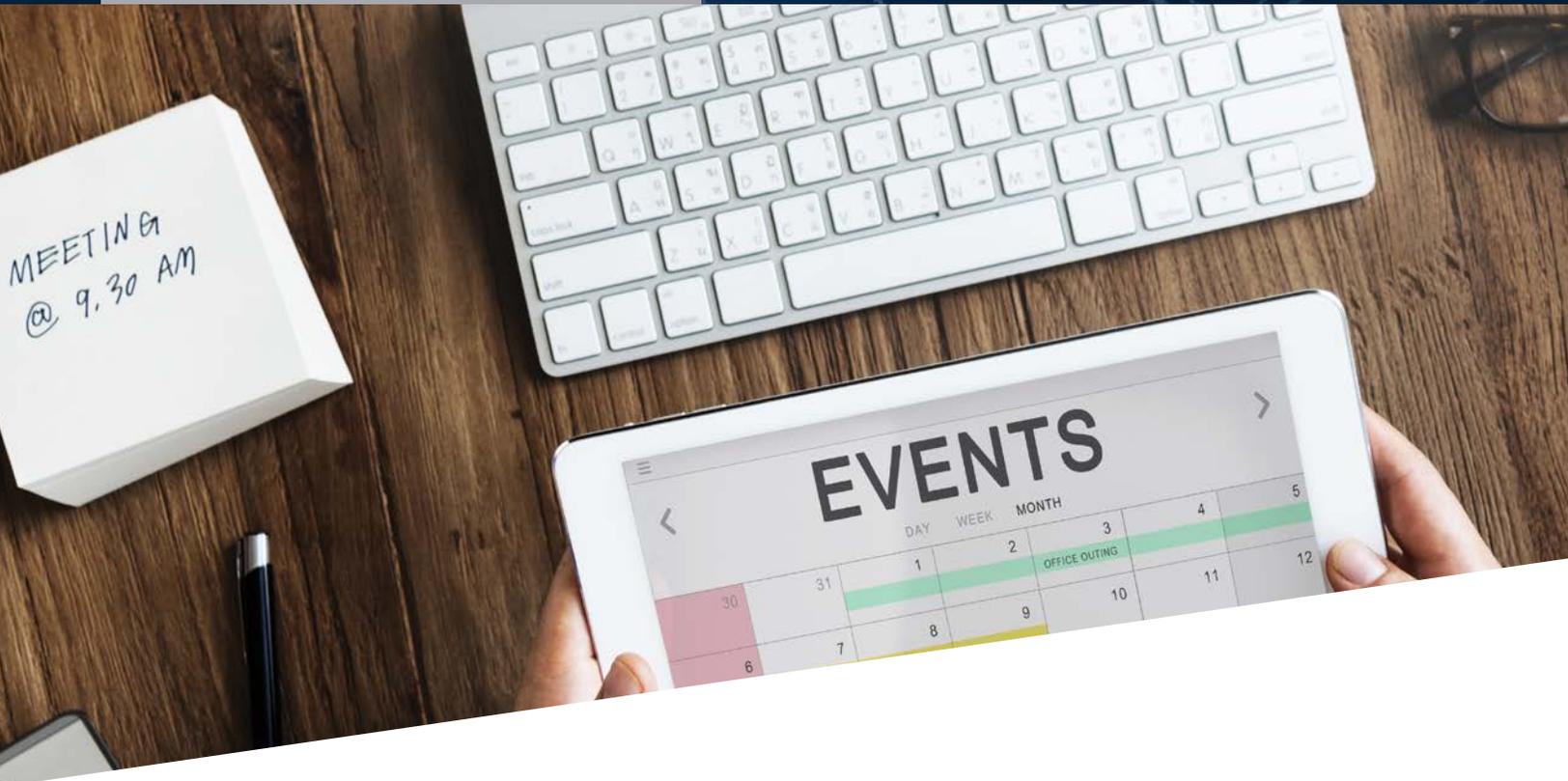
COMMUNICATIONS COMMITTEE UPDATE

The ECAO Communications Committee has been following the Greater Toronto Electrical Contractors Association and Local Union 353, on new language changes to the Communications Agreement, known as the Green Pages. Significant scope changes were included in order to allow Network Communications Technicians to do more work and increase market share in Toronto. It is expected that the provincial Communications Committee will include the new language changes during bargaining in 2019. Other changes included classifications and adapt to movement of benefit changes to be administered by the local IBEW.

LIST OF MPP'S

MPP	Policy Area
Bethlenfalvy, Hon. Peter	President of the Treasury Board
Cho, Hon. Raymond Sung Joon	Minister for Seniors and Accessibility
Clark, Hon. Steve	Minister of Municipal Affairs and Housing
Elliott, Hon. Christine	Deputy Premier
Elliott, Hon. Christine	Minister of Health and Long-Term Care
Fedeli, Hon. Victor	Chair of Cabinet
Fedeli, Hon. Victor	Minister of Finance
Ford, Hon. Doug	Minister of Intergovernmental Affairs
Ford, Hon. Doug	Premier
Fullerton, Hon. Merrilee	Minister of Training, Colleges and Universities
Hardeman, Hon. Ernie	Minister of Agriculture, Food and Rural Affairs
Jones, Hon. Sylvia	Minister of Community Safety and Correctional Services
MacLeod, Hon. Lisa	Minister Responsible for Women's Issues
MacLeod, Hon. Lisa	Minister of Children, Community and Social Services
McNaughton, Hon. Monte	Minister of Infrastructure
Mulroney, Hon. Caroline	Minister of Francophone Affairs
Mulroney, Hon. Caroline	Attorney General
Phillips, Hon. Rod	Minister of the Environment, Conservation and Parks
Rickford, Hon. Greg	Minister of Indigenous Affairs
Rickford, Hon. Greg	Minister of Energy, Northern Development and Mines
Scott, Hon. Laurie	Minister of Labour
Smith, Hon. Todd	Minister of Economic Development, Job Creation and Trade
Thompson, Hon. Lisa M.	Minister of Education
Tibollo, Hon. Michael A.	Minister of Tourism, Culture and Sport
Walker, Hon. Bill	Minister of Government and Consumer Services
Yakabuski, Hon. John	Minister of Natural Resources and Forestry
Yurek, Hon. Jeff	Minister of Transportation

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ECAO UPCOMING EVENTS

ECAO 2019 ANNUAL INDUSTRY CONFERENCE

LOCATION- NASHVILLE, TENNESSEE
JW MARRIOTT
SEPTEMBER 25-29, 2019



CLIMATE & TIME CHANGE:

- High's average around 27 degrees C in September with lows of 19 degrees C. Nashville is UTC -6, which is 1-Hour behind Toronto time.

ATTIRE:

- The recommended attire is business casual for the business sessions, casual for the remainder of the conference. Remember to bring comfortable walking shoes and a sweater or jacket for the cooler evenings. Evening attire is casual elegant. Cowboy boots are welcome!

ECAO 2019 ANNUAL GENERAL MEETING

LOCATION- NIAGARA FALLS
HILTON ON THE FALLS
OCTOBER 23 & 24, 2019



EVENING RECEPTION THEME:



ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO

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