

2019 ANNUAL REPORT



ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO

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EXECUTIVE COMMITTEE



Brad Walker
President
Laframboise Group Limited



Mark Lloyd
Past President
T. Lloyd Electric Limited



Ken Crawford
First Vice- President
C & M Electrical



Chris Cimek
Second Vice- President
E.S Fox Limited



Terry Moore
ETBA Chair
TM3 Inc.



Doug Dinniwell
Treasurer
Western Mechanical Electrical
Millwright Services Limited

As of October 2019

BOARD OF DIRECTORS

Board of Directors

DIRECTOR NAME	COMPANY	ECA CHAPTER
Joe Kurpe	J & L Electrical Contractors Limited	ECA Hamilton
Rob Boisvert	Modern Niagara	ECA Quinte/St. Lawrence
Gary Rossol	Gordon Electric Limited	ECA London
Mike Leone	Procon Constructors Inc.	ECA Niagara
Mike Rose	Rogol Electric Company Limited	Greater Toronto ECA
Tim Birnie	Birnie Electric Limited	Greater Toronto ECA
Dave Scott	Plan Group	Greater Toronto ECA
Rick Ball	White Pine Electric Limited	ECA Thunder Bay
Anthony Tofano	Tee-Jay Electrical & Instrumentation Services Limited	ECA Sarnia
Roch Picknell	Wired Synergy Inc.	ECA Ottawa
Johncarlo Salvatore	Mid-South Contractors Limited	Windsor ECA
Jack Gibson	Aecon Industrial	ECA Central Ontario
Tim Scott	Ontario Electrical Construction Company Limited	ECA Sudbury (Northern)
Bob Ritzmann (Line)	Alltrade Industrial Contractors Inc.	ECA Central Ontario
Mark Quinn (Communications)	Symtech Innovations Limited	Greater Toronto ECA

Directors at Large

DIRECTOR NAME	POSITION	COMPANY	ECA CHAPTER
Brad Walker	President	Laframboise Group Limited	ECA Ottawa
Ken Crawford	First Vice-President	C & M Electrical	ECA Ottawa
Chris Cimek	Second Vice-President	E.S Fox Limited	ECA Niagara
Terry Moore	ETBA Chair	TM3 Inc.	ECA Central Ontario
Mark Lloyd	Past President	T. Lloyd Electric Limited	ECA Hamilton
Doug Dinniwell	Treasurer	Western Mechanical Electrical Millwright Services Limited	Greater Toronto ECA

RETIRED BOARD MEMBERS



Dan Lancia
Past President
Holaco Installations Limited

John Salvatore
Past Board Member
Mid-South Contractors Limited

Gregg Mellon
Past Board Member
Mellon Inc.

Kevin Martineau
Past Board Member
Plan Group

Presidents' & Executive Director's Report

2019 was a year of transition for us, as individuals, and for ECAO. The year began with Mark as President, and finished with Brad at the helm. This was a very smooth, almost seamless, transition for the three of us; however it was a transition nonetheless. ECAO moved, just as seamlessly, from surveying our community to engaging in action to advance our association and partners. Throughout the transition, though, we continued to work hard to fully represent our members, labour partners, and affiliates both within and outside our industry. We are pleased, and proud, to provide an overview of some of these activities in this Annual Report.

On behalf of ECAO we continued, as the year began, to build our community; affiliate partners, industry partners, government, associations, and others. Our participation on industry committees, appearances before government officials and ministers (and, at their events), community outreach, and social media engagement all increased. Further, our Executive, Board, and members all answered the call providing us with varied industry interests and geographic area involvement in our efforts. Perhaps most notable was the increasing evolution and enhancement of the relationship between ECAO and IBEW/CCO, even in a bargaining year. It was our goal, and we believe we are well on our way in this regard, to move from a relationship of cooperation to one of collaboration. In fact, it is in this manner that we want to engage all of our partners.




MARK LLOYD & GRAEME AITKEN



BRAD WALKER

In regard to negotiations, which occurred in late 2018 and early 2019, ECAO and IBEW/CCO set the standard for the construction industry in the Province of Ontario. We were first to settle and we did so under a mechanism that had not been seen previously. As Jodi writes in greater detail on the negotiations herein, we are not going to delve into the experience other than to tell you that we are proud of the new mechanism of using mediators at the local and provincial level to bring the parties together to focus on goals, rather than to emphasize differences. We want to thank everyone for their willingness to attempt a new approach and for their dedication to the process of getting a fair deal for ECAO members.



All of you are, no doubt, aware of the winding down of the Ontario College of Trades (OCoT) as legislated by the Provincial Government in their spring budget. The potential void left with the impending exit of OCoT and the suggestion by the government that there may be a move to skill-sets, rather than trades, had us very concerned about the integrity of our electrical trades. As a result, we worked with IBEW/CCO, the Ontario Electrical League (OEL), and the Christian Labour Association of Canada (CLAC) to present submissions to the (then) Minister of Labour and Minister of Trades, Colleges and Universities regarding the importance in terms of safety, skills, and efficiency of maintaining our trades' integrity. This was an unprecedented alliance representing the vast majority of the legitimate players in our electrical construction and maintenance industry. And, that the four organizations could come together to produce joint submissions, as well as appear together in person, was noticed industry-wide. More importantly, however, the effect of joint submissions and appearances clearly demonstrated to the decision-makers that there is a need to carefully listen to, and heed, industry stakeholders prior to making changes. Increased engagement of our members and partners with the Provincial Government was also a key factor in our progress to date.

Among the myriad of activities in 2019, there were four (4) undertakings that we feel deserve special mention:

Annual Conference in Nashville, Tennessee. ECAO, through our event planners, Cubed Inc., responded to the challenges of continuous improvement, an outstanding venue, and providing something for all attendees. Music City did not disappoint! The opportunities to network, the group events, and the venue were all given rave reviews. In addition to our regular business sessions, we also provided attendees the opportunity to visit a local contractor's facility which included a pre-fabrication operation and the local union's training facility. Learning from others in our industry was, we felt, a great way to be educated in a more hands-on fashion.

Government Relations. As alluded to above, this is an area in which ECAO made great strides in 2019. Our approach has been to assist the government, and opposition, in learning about our industry and our community. It is beyond debate that there has long-been a fundamental lack of knowledge about the construction industry by decision-makers in governments; all levels of government. ECAO, along with our labour partners and our lobbying firm, Rubicon, is working diligently to educate ministers and their staffs. Ministers with whom we have met have included: Labour, Skills and Training; Training, Colleges and Universities; Attorney General; and the Premier's Office. Your Executive and Board also joined us at numerous other gatherings that also gave us a chance to meet with ministers and their staffs.

Annual General Meeting (AGM). For the second consecutive year we made a significant change to the AGM, adding the Joint Electrical Promotion Plan (JEPP) AGM to the ECAO event. The goal was to encourage greater attendance at both of the AGM meetings and the "gala" event. Not only were we very successful in having more attendees, we also saw attendees embrace our themed event, the Great Gatsby, more fervently than last year. It is our intent to continue to build on this event.

Communications and Education. Our community has really responded to our challenge to become more involved in social media, as you will see from our report later herein. Aside from the social media uptake, we also continued the development of our website, collaboration with JEPP, IBEW/CCO and Powering Communities websites, our E-News, and the local ECA Newsletter. Further, 2019 saw us launch more regular communications with local ECAs which included a Day at the Races, in person meetings, and conference calls. It is critical, in our view, that communication with our ECAs be open and frequent. Frequent was also the “theme” for our education programs in 2019. However, frequency was not obtained at the expense of quality. Seminars, webinars, and training sessions included an increased number hosted and/or presented by our Affiliate Partners in 2019; a trend that we plan on maintaining.

We continue to relish in the opportunity to represent you, our members and partners, and to further the interests of our community! It is our shared view that ECAO is trending upwards; we are no longer a secret within our industry. Your views, your interests, your needs are being effectively conveyed and are being done so with passion, pride, and professionalism. Thank you for your support, ideas, engagement, and the confidence you have placed in us.

ECAO STAFF MEMBERS



From Left to Right
 Standing: Graeme Aitken, Audrey Iozelli, Sara Kitcher, Jodi Travers,
 Lou Stranges
 Sitting: Kamakshi Ahluwalia, Cathy Frederickson, Phyllis Lee

R. Graeme Aitken	<i>Executive Director</i>
Jodi Travers	<i>Labour Relations Manager</i>
Cathy Frederickson	<i>Communications Specialist</i>
Kamakshi Ahluwalia	<i>Marketing & Social Media Administrator</i>
Audrey Iozelli	<i>Executive Office Manager</i>
Lou Stranges	<i>Accountant</i>
Sara Kitcher	<i>Receptionist/ Administrative Assistant</i>
Phyllis Lee	<i>Certi-Fire Administrator</i>

ECAO IN THE COMMUNITY



Representatives from CLAC, IBEW CCO, OEL & ECAO with the MTCU, Hon. Ross Romano



Jodi and other Representatives with MPP Jamie West at the COCA Lobby Day



Graeme & Jodi with Mr. David Long, NECA President



Graeme & Audrey at the 11th Construction Symposium - Ontario General Contractors Association



Kamakshi with Dani Gagnon at the session provided by CSAE



Graeme with MPP Caroline Mulroney at the COCA Lobby Day



Kamakshi and Michelle Esposito from IBEW CCO presenting a cheque to St. Josephs Mental Health Care Unit



Graeme with Board Member, Anthony Tofano at Mickey Cataford's Retirement in Sarnia



ECAO at the IBEW All Canada Progress Meeting Vancouver



Representatives with MPP Rudy Cuzzetto at the Council of Ontario Construction Associations' Lobby Day



Representatives of Council of Ontario Construction Associations with MPP Jill Dunlop



Graeme, Audrey and Kamakshi at the CSAE Annual Dinner Reception



ECAO Executive Chis Cimek and IBEW 303 Business Manager, Mark Cherney presenting a cheque to Autism Niagara



Graeme, Mark & Jodi at the Canadian Construction Association Conference in Bermuda



Terry Moore, Graeme & Jodi with Minister of Labour, Hon. Monte McNaughton



Graeme and Kamakshi at the CSAE Summer Summit in Windsor



ECAO(Cathy) at the NECA Now in Arizona



Kamakshi & Audrey at the EFC Holiday Reception



ECAO and IBEW CCO at the IBEW All Canada Progress Meeting Vancouver



OCS Future Building Ontario



Phyllis & Audrey at the PM Expo



Audrey and Kamakshi at the EFC-YPN Bowling Event



Graeme at the National Electrical Trade Council of Ontario Conference in Vancouver



Jodi and Graeme at the ECA Ottawa's Annual Holiday Gala



Graeme with Michael A. Reinhart, Business Manager & Scott Crichton, Assistant Business Manager - IBEW Local Union 424, Alberta



Dinner with the Contractors at the Canadian Electrical Contractors Association AGM in Halifax, Nova Scotia



ECAO (Cathy) at the Ontario Construction Secretariat AGM



Council of Ontario Construction Associations Representatives with Mr. Norman Miller, MPP Parry Sound



ECAO at the ECA Central Ontario AGM



Fred Black at the REMI Show



Graeme with the Minister of Labour, Hon. Monte McNaughton and James Barry, Executive Secretary Treasurer IBEW Construction Council of Ontario



Graeme & Jodi with NDP Party Leader, Hon. Jagmeet Singh and Matt Wayland, IBEW 1st District



Fred & Phyllis at the Ontario Association of Fire Chiefs Trade Show



Graeme, Jodi & James at Skills Ontario



Local 804/ECACO at the Pre App Funding Announcement



ECAO (Cathy & Kamakshi) at the OEA Women in Energy Conference



Representatives with MPP David Piccini at the Council of Ontario Construction Association's Lobby Day



Trade Ex Hall Visit during the Canadian Electrical Contractors Association AGM in Halifax, Nova Scotia



ECAO at the ECA Windsor AGM



Graeme as one of the Panel Speakers at the IBEW Canada Canadian Membership Development Conference



Jodi and Graeme at the ECACO Peller Estate Winetour



ECAO (Audrey & Graeme) at the 6th Annual Aboriginal Apprenticeship Board of Ontario's Conference



Jodi & Graeme with David Meade at the NECA Conference in Las Vegas

ADDITIONAL EVENTS ATTENDED BY ECAO

- Electric Council Meeting in Denver
- Ontario PCs Toronto Leaders Dinner
- Pearson Centre Gala
- Construction Secretariat Future Building in Ottawa
- IBEW Canada Golf Tournament
- Visit of NECA Los Angeles Chapter
- Electro Federation Canada Ontario Region Gala
- CSAE Trillium Winter Summit in Burlington
- Norton Rose Fulbright Annual Workplace Law Conference
- Evening Event with Hon. Monte McNaughton
- NECA New Orleans Conference
- IBEW-CCO Hockey Tournament Banquet
- CECCO Post Bargaining Symposium
- Alberici Annual Appreciation event
- Annual Gerald Leader Memorial Golf Tournament
- Mr. John Grimshaw's Retirement Celebration
- Waterloo FAM Tour

NEW MEMBERS & AFFILIATE PARTNERS

NEW MEMBERS IN 2019

ECA Central Ontario

- Energize Construction Inc.
- SRB Technical Services

Greater Toronto ECA

- Thorncrest Electric

ECA Hamilton

- D. Volt Electric
- Wolfe Electric Ltd.
- All Electrical Inc.
- Teraflex
- Raspen Electrical Services

ECA Ottawa

- Fraser Electric
- SBL Electric Inc.
- Phil Elektric
- TAS Electric Inc.
- Lit Electric
- Bright Electric
- Sistem Electric
- BE Electric
- Rock Electric
- PSL Mechanical
- Amco Electrical Inc.

NEW AFFILIATE PARTNERS IN 2019



LABOUR RELATIONS REPORT

Early 2019 was spent in negotiations with our labour partners, IBEW/CCO. Local negotiations began in late 2018 with eight of the eleven areas utilizing the services of an independent mediator. Mediators were introduced as an option to all areas for the first time this round, with the goal of assisting with progressive discussions to move our industry forward. Some areas saw success in their local negotiations with meaningful language changes, including small project agreements. If utilized, these changes will contribute to the competitiveness of our contractors and potentially increase our footprint in the industry.




JODI TRAVERS

Provincially, we were able to reach an agreement on wage increases over the next three years without proceeding to Final Offer Selection. Final Offer Selection is a process under our Joint Proposal whereby an arbitrator chooses either ETBA's final wage offer or IBEW's final wage offer; whichever is the most reasonable. Under our Joint Proposal, Final Offer Selection does not consider language changes or the lack thereof. Also, our Joint Proposal outlined an agreement on a post-negotiation wage adjustment (PNWA) to a maximum amount of \$1.00, if any of the eight comparator trades negotiated a higher wage increase. Late 2019, the IBEW agreed with ETBA's position that the PNWA would be seventeen cents, based on the increases negotiated by the Mechanical (Plumbers and Pipe Fitters) and Operating Engineer bargaining agents. This increase will apply in May 2020 (9 cents) and May 2021 (8 cents).

While we were optimistic that this round of bargaining would result in more meaningful language changes, locally and provincially, we are pleased with the outcome of local bargaining and believe our relationship with the IBEW/CCO will continue to strengthen over the next few years. We do not want to wait until May 2022 for additional discussions and changes to occur, and the ETBA, along with the Line and Communications committees, will continue to strive to make improvements to the agreements. Our goal is to make ECAO contractors more competitive, which will increase the use of our members and increase our market share. Also, we encourage local areas to have frank discussions and work together to grow their markets. We believe that our labour partners are now, after bargaining, more open to assisting us in achieving this goal.

At the ECAO Industry Conference in Nashville, we had the opportunity to hear from David Long, Chief Executive Officer of NECA, and Lonnie Stephenson, International President of the IBEW. In a town hall meeting format, they discussed how they have been moving their partnership from one of cooperation to collaboration. NECA's goal is to increase market share by 10% by 2025 and IBEW's goal is to increase membership numbers. They both know they need to be price competitive, productive and efficient, while finding ways to add value and attract new talent. They have a shared goal of having IBEW members and NECA contractors on every job site.



Lonnie and David talked about the successes they've seen with the Construction Electrician and Construction Wireman classifications, which were jointly developed by IBEW and NECA; and launched in Florida in 2005 to help Electrical Contractors become more competitive. When utilized, the classifications have helped all parties in the US gain new employees, members and increased market share. NECA contractors have also brought their IBEW partners into the bidding process, to help them get to a lower composite rate. They talked about the importance of pre-fabrication, especially since competitors are using it to be more productive on job sites. Many attendees in Nashville took advantage of that area's electrical industry's graciousness to attend a tour of a local contractor facility with a prefab operation, and a training centre.

In my view, the United States have generally been 10-15 years ahead of Canada with respect to language changes, new classifications, and collaborative goal setting. It's time for us to learn from their successes and failures and implement things that could work for us here in Ontario.

We've been continuing to build our relationship with our labour partners; the IBEW/CCO. Several IBEW Business Managers attended our Industry conference in Nashville and our members had opportunities to interact on a much more informal and effective manner, share concerns and ideas, as well as simply strengthen relationships with the Business Managers and IBEW/CCO Officers. We've also recently seen changes at the IBEW/CCO office, with the retirement of John Grimshaw. James Barry has taken over management of the IBEW/CCO and recently announced the hiring of Mark Watson as his Executive Assistant. Mark Watson, most recently the Business Manager in Local 804, was instrumental in contributing to positive changes within their local agreement during the last round of bargaining.

ETBA saw a change in their Chair and Vice Chair at the ECAO AGM in October. Chris Cimek, was the ETBA Chair for the past three years and made a decision to step down at our 2019 AGM. Terry Moore, previous ETBA Vice Chair, became our new ETBA Chair, and Dan Camilleri is the new Vice Chair. On behalf of ECAO and ETBA, we would like to thank these individuals for their time and commitment to improving our industry. Their knowledge of the industry and willingness to provide practical and useful guidance is much appreciated and valued.

Moving forward, we are hopeful that all parties will be open to learning what other areas have done to improve the market share within the unionized electrical industry and apply it, with any necessary modifications, to our circumstances. There is little sense in re-inventing the wheel. We spent considerable time in 2019 investigating what works in other jurisdictions, an exercise we will continue. Now, it is time to implement.

DIGITAL MARKETING REPORT

In 2019, ECAO increased our activity with promotional activities on Social Media platforms including Twitter, Facebook and LinkedIn. We are working diligently on building our online community, where followers with similar interests can interact and, most importantly, keep updated! Below is the summary of our 2019 Social Media Journey and some key highlights.



KAMAKSHI AHLUWALIA

ECAO Website www.ecao.org



According to "Site Worth Traffic",

- ECAO gathered 152,205 Unique Visitors in 2019;
- Which generated approximately 162,060 page views
- 100% of the ECAO website traffic is Organic;
- out of which 78.23% was generated via search and the remaining are direct.

ECAO Social Media Platforms



@ECAONTARIO

- 639 Followers
- 528 Likes
- 210 New Followers
- 107 Page Reaches



@ECAONTARIO

- 625 Followers
- 339,383 Organic Impressions
- 107 New Followers
- 12,450 Profile Visits
- #ECAONashville was our top hashtag of 2019



/company/ecaontario

- 431 Followers
- 241 New Followers



Some of our Top Tweets in 2019



ECAO 2019 Annual Industry Conference in Nashville- Twitter Wall Statistics

ECAO introduced a Live Twitter Wall at the Annual Industry Conference in Nashville. We created and utilized the hashtag #ECAONashville, which turned out to be our top hashtag of 2019. As it was the first time, we employed a twitter wall at our conference, the results were very encouraging. Having a twitter wall resulted in our members engaging with us, not only in person but also electronically.

Stats

Event Dates (Sep 25th-29th)

165

Total Posts Displayed

1.38

Posts Per Hour

41

Unique Participants

22,152

Total Unique Reach

74,625

Total Absolute Reach

3.37

Reach Potential (per unique user)

TRAINING & EDUCATION

- **Top Ways to Improve your IT Implementation by Ms. Claudia Mamros from iCinfo**



- **Modern construction Project Management and Change Order Pricing & Best Management Practices by Dr. Awad Hanna**

- **Construction Labour Relations Seminar for Supervisors by Mr. Graeme Aitken & Ms. Jodi Travers**

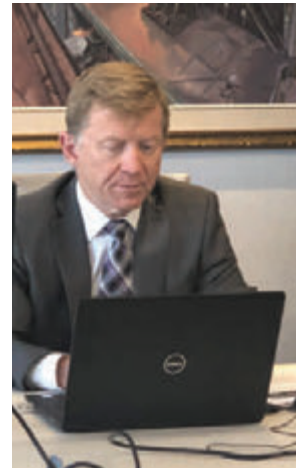
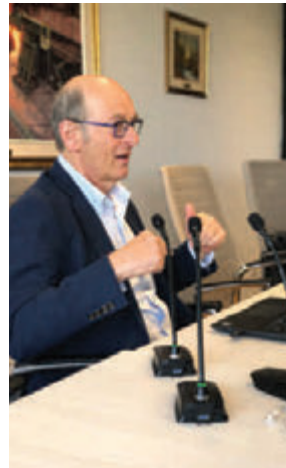


- **COR Seminar by 4S Consulting Services Inc. (May)**

- **Health & Safety Mangement Seminar by Mr. Tom Mackay**



- **WSIB Rate Framework Webinar by WSIB**



- **OEA Webinar by Mr. Michael Zacks**

- **OHS Enforcement and Penalties Webinar by Mr. Norm Keith**



- **COR Seminar by 4S Consulting Services (November)**



- **WSIB Online Compass & Overview of WSIB's new Health & Safety Excellence Program by WSIB and 4S Consulting Services Inc.**

- **Prompt payment and Adjudication Rules Seminar by FCA Insurance & WeirFoulds LLP**



ECAO 2019 EVENTS



ECAO 2019 ANNUAL INDUSTRY CONFERENCE

The theme for the Nashville conference was appropriately titled, "From Cooperation to Collaboration", with a joint keynote address from Lonnie Stephenson and David Long. Lonnie Stephenson, International President International Brotherhood of Electrical Workers (IBEW) and David Long, President, National Electrical Contractors Association (NECA), provided insight to the audience on how employers and labour can work together to make a difference in promoting the unionized electrical contracting industry. ECAO again passed years' attendance with a record number of members, partners and industry leaders.



ECAO-JEPP 2019 ANNUAL GENERAL MEETING

This was the first ever joint Annual General Meetings (AGMs) of ECAO and the Joint Electrical Promotion Plan (JEPP). The Honourable Monte McNaughton kicked off the event which was well attended by both ECAO Contractor Members and our labour partners from the International Brotherhood of Electrical Workers Construction Council of Ontario. The joint meetings allowed for discussion on how both ECAO and the IBEW/CCO can promote the unionized electrical contracting industry in Ontario.



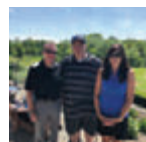
DAY AT THE RACES 2019

The second ECAO Annual Day at the Races was well attended with 65 guests. ECAO welcomed Affiliate Partners to come and network with our ECAO Board Members and Industry Partners. With such a strong attendance, ECAO plans on having an annual spring event.



IBEW-ECAO GOLF TOURNAMENT

This annual joint event draws both ECAO contractor owners and their IBEW employees to enjoy a day of golf.



AWARD WINNERS

2019 R. H. (Hugh) Carroll Award Winners

- **Gemor Electric Ltd.**, for Rate Group 704 up to 50,000 hours
- **Black & McDonald Limited (Northern Ontario Region)**, for Rate Group 704 for 50,001 to 200,000 hours
- **Mellon Inc.**, for Rate Group 704 for 200,001 to 500,000 hours
- **Aecon Industrial East** in Rate Group 704 for hours in excess of 500,000
- **Black & McDonald Limited (Scarborough)** in Rate Group 830 for hours over 50,001



2019 Scholarship Award Winners



Shelby Wilson



Cameron Repmann



Dawson Patrick Murphy Budau



Taylor Campbell

JEPP UPDATE

MARKETING HIGHLIGHTS FOR 2019

Leveraging influencers to tell our story:

Ontario Association of Fire Chiefs

Developed partnership with Ontario Association of Fire Chiefs (O AFC) that led to an advertising campaign to promote the value of using licensed electrical contractors and certified electricians. Created two commercials which ran on major networks featuring O AFC president Fire Chief Tustin warning viewers about the risks of not using certified professionals. Posted on YouTube with total of 92,000 views.



SHERRI HAIGH with Cynthia Ross Tustin & Richard Boyes

Article in On the GO magazine and ad on Dundas Square screen highlights campaign. The story included links to the Find a Contractor section of ECAO website.

Creation of video to promote Certi-Fire. Fire chiefs from throughout Ontario were joined by the Minister of Labour, Training and Skills Development to tour Local 804 and meet with contractors, apprentices and contractors. A video was created to be used as an educational tool for property managers with both the fire chiefs, contractors and Minister promoting value of Certi-Fire to promote safety.

Award-winning musician Jason McCoy and dangers of handyman video

Created video highlighting complexities of electrical work. The episode focused on home studio build featuring ECAO contracting company and IBEW helping fix the handyman mistakes. YouTube; 150,000 views, the largest ever for ECAO/IBEW.

Educating government on why Skills Matter

- Created two articles featured in Queen's Park Update which is sent directly to politicians and senior staff. Op-Eds focused on importance of training and Red Seal.
- Wrote news releases, created Qs & As, edited and reviewed several research papers sent to government. Assisted in IBEW Power Hour video about ECAO/IBEW efforts.
- Supported visits by Minister to various IBEW training centres.
- Building partnership with Chamber of Commerce to have voice in policy papers submitted to government.

Local initiatives

- Created commercial highlighting ECAO/IBEW work at National Arts Centre and featuring ECAO contractor and IBEW electrician. Video was shown on major networks.
- Facilitated a grant of \$80,000 to create a marketing campaign to highlight the high level of training provided by the IBEW/ECAO to ensure safety and professionalism.
- Created backdrop and pamphlet for trade show.
- Provided funding to Sarnia Local to support initiative with Scouts Canada, highlighting our commitment to give back to communities.
- Provided funding to Ottawa for radio commercial to highlight benefits of apprenticeship with IBEW/ECAO team.



Other initiatives

Managing research paper on business opportunities in energy storage Sponsorship: Skills Ontario, Ontario League of Champions, Aboriginal Apprentice Board

Poweringcommunities.ca

We continued to create and post articles that promote the success and value of IBEW/ECAO team. Articles included; focus on importance of apprenticeship, advice to purchasers on why mega projects fail and keys to solutions, the new partnership with Ontario Fire Chiefs, importance of Red Seal, retirees giving back to Habitat for Humanity and an article on the future of energy storage. Look for articles and photos, ongoing updates that are posted on our twitter feed and our new Facebook site.

GOVERNMENT RELATIONS UPDATE

In mid-2019, Premier Doug Ford sought to 'reset' his Progressive Conservative Government with near whole-scale Cabinet shuffle. As it is related to the labour file,

the goal was to build a better relationship with the construction trade unions. New Ministers who were more sympathetic to construction unions were brought in for Labour as well as Training, Colleges and Universities (MTCU).

After a few months, one of those Ministers performed exceedingly well at fostering a better relationship with the construction unions. As a result, the 'training' functions from MTCU were transferred to the Labour Minister, making Monte McNaughton the most powerful Ontario Labour Minister, in terms of authorities, in over 40 years. Since his appointment, McNaughton has launched an endless personal campaign to meet and listen to every labour group in the province – which has been widely applauded by the sector.

CERTI-FIRE UPDATE

With tremendous support from the Joint Electrical Promotion Plan (JEPP), the Certi-Fire Fire Alarm & Protection Certification Program has become increasingly significant and is enlarging its footprint in the fire alarm industry. With this in mind Certi-Fire launched a new website in 2019 to elevate the presence of the Certi-Fire Program.

In accordance with Ontario Fire Marshal endorsement, Certi-Fire upgrades and improves the skills of Electricians in order to enhance their employability and to provide training to adapt to technological and code changes in Fire Alarm & Protection Systems. Certi-Fire electricians will be qualified to do verification, annual testing, inspection, maintenance, and installation under non-Building Permit or Retrofit situations with respect to Fire Alarm & Protection Systems.



PHYLLIS LEE



Registered Fire Alarm Contractors (RFAC), who hire qualified Certi-Fire Certified Electricians will benefit by expanding their businesses beyond simple fire alarm system installation and retrofitting. Every Registered Fire Alarm Contractor (RFAC), who hires qualified Certi-Fire Certified Electricians will benefit by expanding their businesses beyond simple fire alarm system installation and retrofitting. Every successful installation or retrofit means many years of maintenance, verification and testing needs. This provides the Registered Fire Alarm Contractors (RFAC) the opportunity to build a relationship beyond installation by offering maintenance and design services as well. Using Certi-Fire Certified Electricians not only can cover fire alarm system needs, but also offer ongoing electrical service needs while they are on site. ECAO Contractors will increase their abilities to fulfill all of their clients' fire alarm system needs.

ECAO UPCOMING EVENTS

ECAO 2020 ANNUAL INDUSTRY CONFERENCE

Location: Mandarin Oriental, Prague

Dates: May 23/24-29, 2020

**FOR MORE DETAILS AND TO REGISTER VISIT:
WWW.INSRIPTWEB.COM/ECAOPRAGUE2020**



ECAO- JEPP 2020 ANNUAL GENERAL MEETING

Join us in Canada's Capital

Location: Fairmont Chateau Laurier Ottawa

Dates: September 16 & 17, 2020

MORE DETAILS COMING SOON!



ECAO SAFETY AWARDS LUNCHEON 2020

Date: May 05, 2020

The R. H. (Hugh) Carroll Award was created in 1999 by the Electrical Contractors Association of Ontario to pay tribute to member firms who best exemplify the dedication and commitment to safety in the electrical contracting industry as exhibited by R. H. (Hugh) Carroll through his years of service. **Applications will be accepted until the end of February. Contact us for more details.**

Details Coming Soon For:

ECAO DAY AT THE RACES 2020: June 17, 2020

IBEW-ECAO 15TH ANNUAL GOLF TOURNAMENT: June 10th, 2020

LIST OF ONTARIO CABINET MINISTERS

Minister	Portfolio
Doug Ford	Premier of Ontario Minister of Intergovernmental Affairs
Christine Elliott	Deputy Premier Minister of Health
Michael Tibollo	Associate Minister of Mental Health and Addictions
Merrilee Fullerton	Minister of Long-Term Care
Rod Phillips	Minister of Finance
Vic Fedeli	Minister of Economic Development, Job Creation and Trade Chair of Cabinet
Prabmeet Sarkaria	Associate Minister of Small Business and Red Tape Reduction
Stephen Lecce	Minister of Education
Ross Romano	Minister of Training, Colleges and Universities
Todd Smith	Minister of Children, Community and Social Services
Paul Calandra	Government House Leader
Monte McNaughton	Minister of Labour
Lisa MacLeod	Minister of Tourism, Culture and Sport
Jill Dunlop	Associate Minister of Children and Women's Issues
Raymond Cho	Minister of Seniors and Accessibility
John Yakabuski	Minister of Natural Resources and Forestry
Laurie Scott	Minister of Infrastructure
Greg Rickford	Minister of Northern Development and Mines Minister of Energy Minister of Indigenous Affairs
Sylvia Jones	Solicitor General of Ontario
Ernie Hardeman	Minister of Agriculture, Food and Rural Affairs
Steve Clark	Minister of Municipal Affairs and Housing
Jeff Yurek	Minister of the Environment, Conservation and Parks
Peter Bethlenfalvy	President of the Treasury Board
Bill Walker	Associate Minister of Energy
Lisa Thompson	Minister of Government and Consumer Services
Caroline Mulroney	Minister of Transportation Minister of Francophone Affairs
Kinga Surma	Associate Minister of Transportation (GTA)
Doug Downey	Attorney General



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