

SPOTLIGHT ON 2022

ECAO ANNUAL REPORT

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO



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Ken Crawford
President – C&M Electric



Brad Walker
Past President – Laframboise Group Limited



Chris Cimek
First Vice- President – E.S Fox Limited



Tim Birnie
Second Vice- President – Birnie Electric Limited



Doug Dinniwell
Treasurer – Western Mechanical Electrical
Millwright Services Ltd.



Terry Moore
ETBA Chair – Trade-Mark Industrial Inc.

BOARD OF DIRECTORS

| DIRECTOR NAME | COMPANY | ECA GROUP |
|----------------------------|---|-------------------------|
| Mark Lloyd | T. Lloyd Electric Limited | ECA Hamilton |
| Jon Apperley | Modern Niagara | ECA Quinte/St. Lawrence |
| Gary Rossol | Al Gordon Electric Limited | ECA London |
| Mike Leone | Procon Constructors Inc. | ECA Niagara |
| Mike Rose | Rogol Electric Company Limited | Greater Toronto ECA |
| Dave Scott | Plan Group | Greater Toronto ECA |
| Rick Ball | White Pine Electric Limited | ECA Thunder Bay |
| Anthony Tofano | TJI Multi-Trade Contractors Ltd. | ECA Sarnia |
| Roch Picknell | Wired Synergy Inc. | ECA Ottawa |
| Johncarlo Salvatore | Mid-South Contractors Limited | Windsor ECA |
| Jason Jackson | Tri-Electric Solutions Ltd. | ECA Central Ontario |
| Tim Scott | Ontario Electrical Construction Company Limited | ECA Sudbury (Northern) |
| Bob Ritzmann (Line) | Alltrade Industrial Contractors Inc. | ECA Central Ontario |
| Tom Beros (Communications) | Net Electric | Greater Toronto ECA |

Directors-at-Large

| DIRECTOR NAME | POSITION | COMPANY | ECA GROUP |
|----------------|-----------------------|---|-------------------------|
| Ken Crawford | President | C & M Electric | ECA Ottawa |
| Chris Cimek | First Vice-President | E.S Fox Limited | ECA Niagara |
| Tim Birnie | Second Vice-President | Birnie Electric Limited | Greater Toronto ECA |
| Terry Moore | ETBA Chair | Trade-Mark Industrial Inc. | ECA Central Ontario |
| Brad Walker | Past President | Laframboise Group Limited | ECA Quinte/St. Lawrence |
| Doug Dinniwell | Treasurer | Western Mechanical Electrical Millwright Services Limited | Greater Toronto ECA |

Retired Board Members

| DIRECTOR NAME | COMPANY |
|---------------|--------------------------|
| Mark Quinn | Focal Point Connectivity |

ECAO PRESIDENT'S REPORT



KEN CRAWFORD

What a year 2022 has been for the ECAO! We were finally able to resume in-person networking after several years of only seeing colleagues over Zoom. While ECAO hosted various events in 2022, I'd like to highlight several noteworthy accomplishments.

NECA Eastern Region Meeting in Miami, Florida

I had the pleasure of representing ECAO at the NECA Eastern Region Conference in April, marking our first NECA event as a full Chapter. The event proved very valuable for our organization as I had the chance to network with NECA decision-makers including Kirk Davis (NECA President) and David Long (NECA CEO) and hear from distinguished speakers. Topics included the industrialization of construction, the changing workplace (construction and support workplaces), driving innovation in our businesses, common cultures of leadership, shifting from experience-base to data-base decision making, and other relevant and timely subjects.

Although the speeches were informative, it was the shared experiences and in-depth conversations with our industry-partners south of the border that were most beneficial. The conference represented the building

of a tremendous and mutually beneficial relationship that will allow us to advance as electrical contractors and as an association.

AGM in Ottawa

While doing our best to ensure a safe event, we heard from several great speakers including Marco Giamberardino of NECA, Mary VanBuren of CCA, and Alex Willis of Leadership Surge. The Masquerade Ball was also a success with many excited to catch up with colleagues they hadn't seen in-person for quite some time.

It was the final event of our AGM that emphasized the improvements we continue to make as an association and industry in 2022. Shelina Merani's comedy show was jointly sponsored and hosted by ECAO's FLAC & D&I groups, two strong partnerships that were created this past year. The event led to rewarding conversations with so many of you about how ECAO is taking the lead in changing the culture of our industry.



As we all know, our affiliate partners are integral to our success. Since my involvement on the Board of Directors we have been consistently trying to improve this aspect at our ECAO events.

Industry Conference in Prague

Prague did not disappoint! Not only was the city incredible, we also profited from the outstanding business sessions and speeches conducted throughout the week. Everything went better than expected including the unprecedented interaction with our affiliate partners and industry cohorts.

As we all know, our affiliate partners are integral to our success. Since my involvement on the Board of Directors we have been consistently trying to improve this aspect at our ECAO events. The Prague conference was a testament to the work we, and our partners, have done to improve this engagement. Their involvement was seamless and very valuable to both the

event and future of the ECAO. A big thank you to all our sponsors and partners.

Leadership Surge

2022 was a busy year for our partner - former NFL player, Alex Willis. As many of you are aware, Alex worked tirelessly this past year to deliver diversity, equity, inclusion and belonging training to our members. I'd like to congratulate all those who completed the EMPOWER U Program and thank you for commitment to bettering our industry. I had the pleasure of meeting with Alex to discuss the benefits of the program and strongly believe in its importance for all our members. I challenge all cohorts to get involved and invite Alex to your local area for training sessions.

EXECUTIVE DIRECTOR'S REPORT



GRAEME AITKEN

Did you notice it happen? Were you caught by surprise? No; COVID is not gone and much of the adaptation as a result of the pandemic seems here to stay. Do you recall the early conversations about 'returning to normal' or the speculation about the 'new norm'? While I am not certain that there is a definitive norm (or normal), particularly in our community and our susceptibility to so many external factors, ECAO is clearly continuing to transform and evolve to meet the current needs and future requirements of our members, affiliate partners, labour partners - our community.


Thus, ECAO approached 2022 with an eye to the continuous implementation of projects and undertaking projects to assist our members and partners to work in their businesses; not work on them. Knowing that our workplaces, and society more generally, changed as a result of the previous two tumultuous years, it was important to adapt. Many of these programs and projects are outlined in this 2022 Annual Report.

In addition, however, to adaptation we felt it was equally important to continue making progress on previous ECAO goals and objectives. These included improving our organizational structure, membership enrichment, and solidifying ECAO as industry experts. So, while continuing to work on these, we set as our 2022 goals; greater integration of ECAO with NECA, business development/ strategic partnerships, and the ongoing

important evolution of ECAO. Oh yes; we also had the renewal of our Principal Agreement to negotiate. I will leave that for Jodi to recount.

Adaptation

It wasn't until March 09 of last year that Ontario's Chief Medical Officer of Health announced that the Province's mask mandate and regulatory requirements for businesses would end on or before April 27th. Of course, this did not signal the end of COVID. Rather, it launched our workplaces into the next phase of post-shutdown Ontario; not just in construction- throughout our communities. ECAO, as did our members and partners, continued adapting to the ever-changing needs of our businesses. I hope that ECAO's adaptation and constant evolution will be evident to you in reading our review of 2022.



ECAO is clearly continuing to transform and evolve to meet the current needs and future requirements of our members, affiliate partners, labour partners – our community.

Communications

It was encouraging that ECAO saw a noticeable improvement in the engagement of our members and partners with our industry communications. As an example, we realized a ten percent (10%) increasing our E-News open rate. We also tracked a significant boost in the re-posting of ECAO tweets and other social media postings, as well as more feedback on our two issues of the Ontario Electrical Contractor magazine. Nonetheless, I believe that this engagement needs to increase even more in the coming year(s). Thus, I ask you; in fact plead with you, to make certain that we are sending our communications to the correct person(s) in your organization AND to ensure that our communications are properly distributed throughout your businesses. As we are absolutely committed to our goal of keeping our community informed and educated, we are always eager to consider your ideas on

how to best provide more accessible and more welcome communications.

ECAO as Industry Experts.

Members of your ECAO Team presented at a number of events in 2022 including; the Ontario Construction Secretariat (a panel discussion on delivering construction in disruptive times), the Association of Municipalities of Ontario (a lunch presentation on ethical procurement practices), IBEW - All Canada Progress Meeting (a presentation on the impact of positive labour-management relationships), Electricity Human Resources Canada (a speech on all of us being agents of change) as well as various educational seminars. We were also recognized by the Council of Ontario Construction Associations; receiving their highest honour - the Cliff Bulmer Award. And, we attended several local ECA events, industry events, and appeared before various government officials.

Membership Enrichment

In regard to our continuous drive to increase membership enrichment and benefits, I believe the single biggest step was ECAO becoming a full NECA Chapter. The National Electrical Association (NECA) is an incredible and respected association that represents seventy thousand (70,000) electrical contractors in the United States and, now, Canada.

NECA's vast educational and training offerings along with their strong industry research capabilities will be an asset for our members. Unionized electrical contractors in both the U.S. and Ontario share many of the same industry challenges and we believe that working together with NECA will strengthen ECAO members in meeting these challenges.

- **Education and Training**
- **Member Discounts**



If we sincerely desire to be the best, we must attract the best. To do so we need to continue to reach out to groups, people, and other communities we have failed to engage in the past.

- **Events and Networking**
- **Safety**
- **Business Development**
- **Tools & Resources**

Organizational Structure

2022 saw an important structural change at our Board of Directors level where ECAO's Future Leaders' Advisory Committee and Diversity & Equity Advisory Committee were given non-voting seats on the ECAO Board of Directors. This is another piece of ECAO's most recent strategic plan being implemented to bring additional and diverse perspectives and voices to our association.

ECAO Welcomes All

This inclusion of the FLAC and D&I seats at the highest level of our association continues a culture shift in our community. If we sincerely desire to be the best, we must attract the best. To do so we need to continue to reach out to groups, people, and other communities we have failed to engage in the past. Our two DEI programs undertaken in 2021 and 2022 are a good beginning; a way to signal to those we have not included in the past that they are welcome- that we want them to be an integral part of our promising future. Only in this way will ECAO be able to truly and proudly declare, "We welcome all".



Your ECAO Team (From Left to Right)

Row 1: Jodi Travers (Labour Relations Manager), Vincent Duong (Senior Office Coordinator), Tom MacKay (Health & Safety Director), Lou Stranges (Accounting & Finance), Vaishnavi Bala (Marketing Assistant Co-op Student)

Row 2: Phyllis Lee (Certi-Fire Administrator), Adam Crapsi (Labour Relations, Health & Safety Administration Assistant), Graeme Aitken (Executive Director), Kamakshi Ahluwalia (Marketing & Communications Manager), Cathy Frederickson (Diversity, Equity & Inclusion, Project Manager), Patryk Wrobel (Labour Relations Analyst)

CHARITABLE DONATIONS

Ukrainian Humanitarian Aid

On February 24, 2022, the world woke up to the news that Russia had initiated an unprovoked military attack on Ukraine. With horror, we watched the images of destruction, misery and displacement. The reaction from world leaders was clear that they would stand with Ukraine against this aggression. Over 7.8 million refugees were reported to have fled from Ukraine, mostly to Poland and other Western European countries. Relentless Russian bombardment has left vast parts of Ukraine destroyed including their key infrastructure facilities.

Canada is home to 1.4 million people of Ukrainian descent – the world's second largest Ukrainian diaspora after Russia. As a result of this alarming news of war, many Canadians responded by giving financial aid to various Ukrainian Canadian based organization who could funnel the aid directly to the Ukraine and its people.

One of those organizations was the Ukrainian Canadian Congress (UCC) which established the Ukraine Humanitarian Appeal jointly with the Canada Ukraine Foundation (CUF) to formalize a coordinated approach in providing humanitarian assistance quickly and efficiently to those in need in Ukraine to address any further aggression by Russia. The main efforts of

cooperation are to provide humanitarian assistance/relief in the areas of assistance to displaced persons, medical care, emergency shelter and food security.

The ECAO along with its local Electrical Contractor Associations, as well as individual ECAO contractor members, quickly responded and jointly we were able to raise 30K to the CUF.

As the Canada Ukrainian Foundation continues to raise money to help those directly in the Ukraine and those displaced by the war.



Credit: cufoundation.ca



They will concentrate on the following key initiatives over the next few months:



Food security

140,000 food boxes at 14 kg each, will feed 350,000 people. Distribution will focus on recently liberated regions.



Medicine & Medical supplies

27,000 kg of medicines and hospital supplies will be delivered to 78 hospitals in Northern and Eastern oblasts.

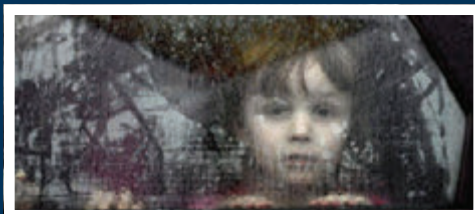


Surgical missions

Canada Ukraine Surgical Aid Program (CUSAP) will have its second mission in Poland before the year end to provide the surgical care to war casualties that could not be helped in Ukraine.



Credit: Aris Messinis, AFP via Getty Images



Credit: Creator Darek Delmanowicz, EPA-EFE via cufoundation.ca

On behalf of the ECAO and its Board of Directors we would like to extend our deepest gratitude to our members and their associations in donating graciously to the Canada Ukraine Foundation.

LABOUR RELATIONS REPORT



JODI TRAVERS

Thank you to all Electrical Trade Bargaining Agency (ETBA) members who volunteer many hours (and days) of time to help advance our industry. It can feel like a frustrating struggle at times, and we appreciate your commitment and efforts. Also, thank you to all our contractor members who answer our surveys, emails, and calls. The information you provide, and continue to provide, is valuable to ECAO and ETBA.

Although still managing the pandemic, 2022 was much more active and in-person than the previous two years. We kicked off the year with provincial bargaining between the ETBA and the IBEW CCO. Some say it was the most successful round of bargaining since the 90s, and we did accomplish a lot during the two weeks spent in bargaining.

Local bargaining started in late 2021 and finished in January 2022. Mediators were offered to each of the local areas again to provide assistance during bargaining, and eight areas utilized their services.

Significant language changes were made, including doubling the mobility allowance from the first two workers to the first four workers for each job or project. The parties also agreed, before bargaining, to remove all gender-specific language from the collective agreement. It's a small and necessary first step to ensure all workers feel welcome.

Although it was a successful round of bargaining, the economic conditions added significant challenges to many trades including ours. The day before we started to negotiate our wage increases, inflation was reported at the (then) highest rate since the 1990s. However, the parties were still able to negotiate a reasonable wage increase, without using the Final Offer Selector.

For those of you who are unfamiliar with our process, we started having discussions with the IBEW CCO in 2021 about the Joint Proposal (no strike/no lockout agreement). One of the key components of the Joint Proposal is the Post Negotiated Wage Adjustment (PNWA), which had a cap of \$1.00 for this round. There was a lot of unrest in some other trades, resulting in 5 strikes ranging from 7 to 15 days. After the PNWA was determined, our negotiated increase rose to \$7.05 over three years, which was just higher than the average increase across all trades.

Moving on to data – or lack thereof - it is unfortunate that we still do not have a shared understanding of our portion of the electrical market in Ontario. Although we would like to have an agreed-upon formula from which to measure our increase or decrease of market share like our partners in the United States (NECA and IBEW), this has not been something we have been able to agree upon with our labour partners. It is important for us to have quantifiable data to support what many of you are telling us – we are losing market share. Our main source of data continues to be through WSIB. The electrical rate group comparison shows that our share of hours in Ontario is still declining. In 2000, our hours earned accounted for almost 30% of Rate Group 704. In 2020, our hours earned accounted for 18.6% of Rate Group 704.

To gather data, ECAO is creating our own contractor project database, from which will engage our members to share information at a high level. We are optimistic that most of our members will utilize this database, and it will provide them with valuable reports about their business as well as industry trends across the Province. Project data will be tracked and broken down in various ways including sector/market, location, local area, type of project, ballpark value and more. Furthermore, information specific to market recovery and stabilization will be captured including stab amount, terms, successful bidder, etc. Our goal continues to be to make ECAO contractors more competitive, which will increase the use of our members and increase our market share. Each local area has its own opportunities and threats, and we encourage the local areas to work together to grow their markets.



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We have a number of labour relations-focused provincial committees at ECAO and more meetings took place over the last year. These include our Communications Committee, Line Committee, ETBA, as well as our joint Provincial Communications Committee (ECAO and IBEW) as the new Line Working Group. We are grateful for the time these committee members take away from their businesses and working day to help us move the industry forward as all committee, ETBA, and Board members are volunteers.

Now that ECAO is a full NECA Chapter, we have more access to their resources, and involvement at their meetings. In speaking with other Chapter Managers, we face similar workforce and labour relations challenges and can learn from each other. We look forward to continuing to build our relationships with NECA and NECA Chapters over the next year.


Prefabrication and offsite construction continue to be a discussion topic for our contractors. Josh Bone, from Electri, joined us at the ECAO Industry Conference

in Prague, and shared insight from years of research into the benefits of offsite construction – for both the workers and companies. We will be establishing a committee with the IBEW to discuss this topic further.

Do you know what You Ought to Know? We started developing and distributing these short education pieces late in 2021 and as of December 2022, eight issues have been sent out to our members. A variety of items are covered including the Joint Proposal and its components, real wage gains, comparisons to CLAC, and changes to the collective agreement. All eight issues are available on the Member section of our website, under Labour Relations.

Our success, your success, is far more certain with open, two-way communication, the sharing of information and best practices, and joint efforts. Your engagement and contributions have been steadily increasing, and we ask for your continued active support.



A construction worker wearing a white hard hat, safety glasses, and a high-visibility yellow vest is working on a large solar panel array. He is holding a power drill and looking down at his work. The background shows a blurred view of the solar panels and a clear sky.

“Our success, your success, is far more certain with open, two-way communication, the sharing of information and best practices, and joint efforts. Your engagement and contributions have been steadily increasing, and we ask for your continued active support.”

RUBICON GOVERNMENT LOBBYING

2022 saw Premier Ford and the Progressive Conservatives re-elected for a second consecutive majority government. Minister Monte McNaughton was re-appointed as the Minister of Labour, Immigration, Training and Skills Development. 2022 saw Rubicon continue to build ECAO's positive relationship with the provincial government. At the Federal level, Prime Minister Trudeau appointed his cabinet in Q4 of 2021 and in 2022 the Federal Conservatives elected a new leader Pierre Poilievre. For Rubicon, this year included continued engagement with the provincial and federal government to advocate for an achieve ECAO's government relations goals.

In 2022, ECAO was able to secure two sources of funding through Minister McNaughton's Skills Development Fund (SDF). One was the Certifiers SDF Grant for 1.215 million through a partnership with NorCat that provided training through a full VR experience. The second was 2.167 million dollars to provide diversity, equity and inclusion (DEI) training for ECAO to change culture in the industry/community. It is expected is that ECAO will exceed the original expectations for this grant.

As Ontario and Canada further expand electric vehicle expectations, there will be opportunities for ECAO contractors to acquire more business. We have been meeting with Hydro One so that ECAO is the contractor of choice for future OnRoute charging stations. We have also been in discussion with Natural Resources Canada around their Zero Emissions Vehicle

RUBICON STRATEGY

Infrastructure Program (ZVEIP) to position ECAO as the contractor of choice for grants under that program.

Looking ahead, Rubicon will be prioritizing issues related to interprovincial work, security clearances for Ontario-based electrical contractors, and expanding inclusion of Ontario electrical contractors in federal contracts. We continue to work with ESDC as they evaluate Skills for Success applications to advocate for ECAO's inclusion.

We expect 2023 to busy year and it is crucial that Ontario's electrical sector continue to be a priority at both the federal and provincial levels.

Looking ahead, Rubicon will be prioritizing issues related to interprovincial work, security clearances for Ontario-based electrical contractors, and expanding inclusion of Ontario electrical contractors in federal contracts.

ON THE ELECTRICAL SAFETY AUTHORITY

In 2022 the ESA announced Ms. Josee Erzetic as their new President and CEO, replacing past President and CEO, David Collie. Prior to her appointment, Josee was serving as the Vice President of Operations and previously as the Chief Regulatory Officer and General Counsel. Josee has fostered a positive and mutually respectful relationship with ECAO and she has appeared before the ECAO Board several times in 2022 to provide current ESA updates.

In 2022 the ESA was required to respond to some 24 recommendations made by the Auditor General in her 2020 report “Value for Money”. One of these recommendations, in which ECAO was strongly opposed to, was for ESA to work with the Ministry of Government and Consumer Services to reassess current restrictions in Ontario to determine if other arrangements are possible for certified electricians and master electricians be allowed to perform lower-risk installation work. The ECAO along with other electrical industry groups expressed concern that any electrical work done by other than Licensed Electrical Contractors would threaten the safety of both workers and consumers.

In late 2022, the ESA advised ECAO that the Ministry has approved the ESA’s recommendation to maintain the current licensing framework. In line with the analysis ESA had conducted, it was determined that if certified and master electricians were permitted to provide electrical work to the

public, it would mis-align Ontario with the practices in most other jurisdictions, go against stakeholder advice and that of the ESA, impact public safety, lead to consumer confusion and may result in increased illegal electrical installations, thereby undermining electrical safety in Ontario.

ECAO contractor representatives continue to participate in ESA advisory councils and on several sub-committees set up to address current issues facing Licensed Electrical Contractors (LEC) and the ESA. These committees include the Electrical Contractor Registration Agency (ECRA), the Contractors Advisory Council, and the Master Electrician Exam Committee. ECAO members also sit on some of ESA ad hoc working groups dealing with permit fee simplification and continuing education requirements. In addition to our active involvement with ESA, senior executives of both ECAO and the Ontario Electrical League (OEL) meet quarterly with senior ESA staff.



The ECAO along with other electrical industry groups expressed concern that any electrical work done by other than Licensed Electrical Contractors would threaten the safety of both workers and consumers.

ECAO IN THE COMMUNITY



Graeme awarded with the COCA's Highest Honour, The Cliff Bulmer Award



ECAO with Minister Monte McNaughton



Kamakshi at the CSAE Annual Conference



ECAO Past Presidents at the NECA Convention and Trade Show



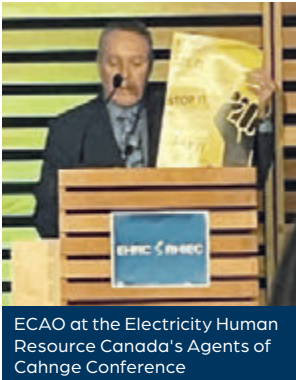
ECAO Team at the ECAO-IBEW-CCO Golf Tournament



ECAO Board of Director Mike Leone at the Electri Council Meeting



Graeme at the OCS' State of the Industry Outlook Conference



ECAO at the Electricity Human Resource Canada's Agents of Change Conference



Graeme at the at the AMO Conference



ECAO at the All Trade Charity Golf Tournament



Graeme with IBEW Canada's International Vice President Russ Shewchuk



Vincent, Kamakshi and Graeme at the NECA CATS & SETS Training



Jodi at the National Construction Labour Relations Alliance of Canada Conference (NCLRA)



Graeme and Jodi at the IBEW All Canada Progress Meeting



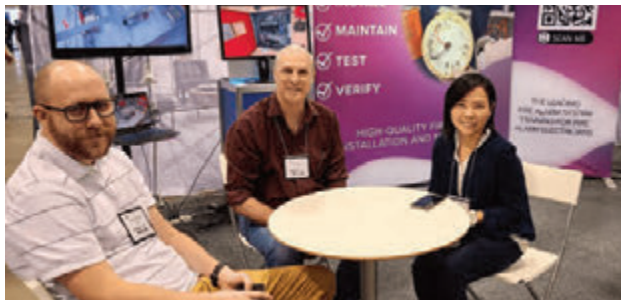
Jodi, Bob O'Donnell and Samantha Lane at the NECA Convention and Trade Show



ECAO Member, Trade-Mark Industrial winning the 2022 Ontario Electrical Safety Awards under Licensed Electrical Contractors



Tom at the NECA Safety Leadership Summit



Phyllis and Norcat Team at the Building Show

- Canadian Construction Association: Annual Conference in Vancouver
- National Electrical Contractors Association: Eastern Regional Conference in Miami
- National Electrical Trade Council: Conference in Halifax
- ELECTRI: Council Meeting in Washington
- National Electrical Contractors Association: Business Development Conference in Washington
- International Brotherhood of Electrical Workers: Annual Industry Conference in Regina
- National Construction Labour Relations Alliance of Canada: Conference in Las Vegas
- Ontario Construction Secretariat: AGM & Conference in Muskoka

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION (NECA) UPDATE



DAVID LONG

This past year has been monumental for the National Electrical Contractors Association as we welcomed the ECAO into our family. This partnership has created the single largest influx of new members that NECA has ever seen, it has also strengthened the North American electrical construction industry as a whole. This international collaboration will allow over 500 new Ontario chapter contractor members and over 3,500 U.S. chapter contractor members to share industry best practices with contractors, chapters, and partners.

With ECAO becoming an engaged and invaluable participant in NECA, our organization is better equipping our members for the future. The electrical contracting industry revolution is growing so rapidly that the demand on workforce and supply chain is unprecedented. The relationship between the U.S. and Canada contractor members will allow all our contractors to communicate best practices and world class education in the industry. We must continue to take advantage of all our opportunities to move forward for the success of customers. In fact, in our first year of joining forces, we are already seeing ourselves grow into the best trade association in North America.

We've cherished having our Canadian counterparts participate in many areas of NECA, such as diversity, equity, inclusion, and belonging, business development, educational

courses, risk management and many other areas. To keep our members up to date and cutting edge in our industry, we've educated 600 in webinars or in-seat classes in 2022. We also saw one of the most attended, successful conventions in Austin, TX in October; collectively estimating over 10,000 people joining our NECA events throughout the last 12 months.

Thank you, ECAO, for all you've brought to NECA and District 1 throughout 2022. We look forward to seeing what we will achieve together in 2023 and beyond.

In support,

David Long
CEO, National Electrical Contractors Association



ELECTRI UPDATE

ELECTRI  **INTERNATIONAL**
Research and Education for the Electrical Construction Industry



JOSH BONE

From the whole ELECTRI Team and I, we wanted to personally recognize the efforts and contributions of the Electrical Contractors Association of Ontario (ECAO) and say thank you. We have been honored to have you join and come together to help us move the electrical contracting industry forward with ELECTRI International. ECAO's engagement and participation at every ELECTRI meeting (both in person and virtual) have strengthened the impact of ELECTRI's reach on providing leading-edge research and education.

Since Mike Leone joined the Program Review Committee (PRC), his perspectives and insights have brought a powerful and positive impact on the way we conduct research. The depth of knowledge that he possesses, and the backing of the Electrical Contractors Association of Ontario (ECAO) make us excited for next year's enhanced outlook on research and international partnerships. Mike ensures that the research ELECTRI conducts is applicable to Canadian contractors and beyond.

ELECTRI strives to conduct research, outreach programs, and international relations in an

inclusive environment that benefits everyone in the electrical contracting industry. We are committed to meeting today's demands and tomorrow's challenges by ensuring a well-rounded view is taken for all our council members to prosper and grow.

Sincerely,

A handwritten signature in dark ink, appearing to read "Josh Bone".

Josh Bone
Executive Director
ELECTRI International

“We are committed to meeting today's demands and tomorrow's challenges by ensuring a well-rounded view is taken for all our council members to prosper and grow.”

HEALTH & SAFETY REPORT



TOM MACKAY

WSIB Health & Safety Excellence Program

Since becoming a recognized and approved provider of the WSIB Health & Safety Excellence Program the ECAO has been assisting 26 companies improve safety in the workplace. As a program provider, the ECAO meaningfully contributes towards program members improving their safety experience and strengthening their health and safety culture while guiding them through the topic selection, development, and implementation process.

In small businesses were able to take advantage of earning greater rebates through the WSIB Small Business Financial Initiative. The initiative assists companies continue to recover from the impact of the Covid-19 pandemic through offering greater incentives for topic completion. As a demonstration of commitment to occupational health and safety, ECAO and Excellence Program member. This initiative has now been conformed to be extended through 2023 ensuring that small business can earn double the rebate for their health and safety efforts.

Congratulations to Tony Presutti Electric Limited (one of our excellence program participants) who have been selected by WSIB as a top five finalist for the Elizabet Witmer Small Business Health and Safety Leadership Award, celebrating and highlighting health and safety best practices.

ECAO's continued commitment to helping our members protect the health and safety of workers while promoting our contractors reputation as the safest places to work within the electrical industry has contributed to enrollment in the Excellence Program increasing by 29% this year.

Committees

The ECAO continued to participate in several committees to promote and improve health and safety in the construction industry including the Section 21 Provincial Labour Management Health and Safety Committee, the ECAO/IBEW Labour Management Safety Committee, The COCA WSIB and Health and safety committees, The WSIB Chairs Construction committee WSIB.

In addition, we have supported research into safety strategy that will attract young workers and extend careers. Some of our contractors

have participated in base line studies and improved work methods including exoskeleton and training.

Labor Management Health and Safety Committee (LMHSC)

Membership – There are currently 3 management voting member positions open. A call for interest resulted in a very positive response. As a result, the voting member list will be full and several nonvoting members will be invited to join the committee.

2022 Ontario Electrical Safety Award from the Electrical Safety Authority - The Working Group for Working Near Overhead Powerlines & Equipment has been selected to receive a 2022 Ontario Electrical Safety Award from the Electrical Safety Authority. Your significant contribution to advancing public electrical safety in your community is being recognized in the category of Powerline Safety.

Accident Prevention and Education Program (APEP) -The committee continues to promote meaningful and uniform health

and safety training for apprentices across the province. This year the online Entry Level Construction Training has been revised and refreshed. The online version has been piloted for the level one APEP training with very good reviews. This online version will help make uniform training more easily accessible across the province. Details about in person instructor lead training and updating or arc flash training continue.

The LMHSC Co-Chairs annual meeting and planning session focused on how we can better work with the provincial section 21 committee to improve health and safety for the construction industry. During the meeting we prioritized focus areas for the upcoming year as well as improving communications to and from the section 21 committee, sector, and regional committees to ensure we are leveraging our efforts and members time by increasing communications and knowledge transfer between the committees, improving understanding and priorities, required support and reduction of duplication of effort between the committees.

The Year Ahead

The year ahead is exciting:

We will continue to participate in committees and groups to help lead changes that will make the industry safer for all including developing materials, policies, procedures, and training while providing information and resources to assist members with building solid health and safety systems.

In addition our we will continue to increase membership in the excellence program, develop a series or short pod casts to help understanding of the OHSA and applicable regulations and develop health and safety training modules.

R. H. Carroll Safety Awards

It is our privilege to recognize the efforts of our member firms, who exemplify the values that this award represents, worker safety through effective and collaborative health and safety management systems and processes.

The R. H. (Hugh) Carroll Safety Award was created in 1999 by the Electrical Contractors

ECAO meaningfully contributes towards program members improving their safety experience and strengthening their health and safety culture while guiding them through the topic selection, development, and implementation process.

Association of Ontario. Named after R. Hugh Carroll, a professional engineer and first employee of the ECAO. R. Hugh Carroll was elected to the first ECAO/IBEW Labour management health and safety committee and was instrumental in the development and implementation of the Accident Prevention Education Program (APEP), ensuring uniform and consistent electrical apprentice training.

The RH Carroll Safety Award pays 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. For the 2021 RH Carroll Safety Awards, the ECAO experienced a 3% increase in applications by member firms.

In 2023 the application will be tweaked to continue the focus on safety culture and inclusion of all workplace parties to improve the health and safety in our workplaces. In addition, the awards presentations will be held during safety week.

Our Award Winners are:

G2 Category

- 20,001 – 100,000 HRS:
PowerTel Utilities Contractors Ltd.
- 100,001 – 250,000 HRS:
S&T Group
- 250,001 – 500,000 HRS:
K-Line Maintenance & Construction Ltd.
- Over 500,001 HRS:
Black & McDonald Ltd.

G4 Category

- Fewer than 20,000 HRS:
BML Multi Trades Group Ltd.
- 20,001 - 100,000 HRS:
Mass Electrical Construction Co.
- 100,001 and 250,000 HRS:
S&T Group
- Over 250,001 HRS:
Aecon Group Inc.





S&T Group



Mass Electric Ottawa Team



PowerTel/Cormorant Utility



Black & McDonald - Southern Ontario Utility Region Management Team



Mass Electric Toronto Team



BML Multi-Trades
Jim DiNovo and Sue Coulas

DIGITAL MARKETING REPORT



KAMAKSHI AHLUWALIA

Social Media Channels



Twitter ▶ @ECAOntario

897

Followers

88

New Followers

80k

Organic Impressions



Facebook ▶ @ECAOntario

991

Followers

64

New Followers

787

Likes

5.3k

Page Reach



Instagram ▶ @ECAOntario

389

Followers

398

Posts

139

New Followers





LinkedIn ▶ ECAOntario

1665

Followers

432

New Followers



Youtube ▶ ECAO

5

Videos



ECAO Website ▶ ecao.org

42,936

New Users

55,097

Sessions

85,277

Page Views

100% of the ECAO Website Traffic and Users are Organic.



E-Newsletter

23

Number of Campaigns

25,978

Total E-mails Sent

42%

Average Open Rate

*(+4% from the industry average,
which is 36%)*

10%

Average Click Rate

*(+6% from the industry average,
which is 4%)*



Webinars / Seminars

18

Sessions

TRAINING & EDUCATION

- January 26: Empower U DEI Leadership Surge: Session 1
- January 27: COR 2020 Transitioning Challenges Webinar by 4S Consulting Services Inc.
- February 22: Empower U DEI Leadership Surge: Session 2
- February 24: Tax & Accounting Tips for All Trades Webinar by Farm Business Consultants
- March 23 & 24: Estimating Training by Suderman Estimating
- April 20 & 21: Estimating Training by Suderman Estimating
- May 10: Empower U DEI Leadership Surge: Session 3
- May 25-27: Awad Hanna Training
- June 14: Empower U DEI Leadership Surge: Session 4
- June 21: Webinar on Summary of Changes: Bargaining 2022
- June 22: ECAO Certifire Webinar for Property Managers and Building Owners



TRAINING



- August 16: Key Changes in 2021 Canadian Electrical Code impacting Wire and Cable
- August 31: Empower U DEI Leadership Surge: Session 5
- September 08: New ECAO Member Benefits by Teksmmed
- September 15: Empower U DEI Leadership Surge: Session 6
- October 18: Ontario Electrical Safety Code Training by Donald R McNichol
- November 16: ULTRACKER: Connected Reels Tracking Solution by Nexans
- December 05: Electri Outgame3E Webinar
- Multiple SDF DEI Training Sessions

MOMENTUM FOR DIVERSITY, EQUITY AND INCLUSION



CATHY FREDERICKSON

Building on the momentum of the ECAO's Diversity, Equity and Inclusion training starting in 2021 with Leadership Surge, we were able to access Skills Development Funding from the Ontario Ministry of Labour, Immigration and Skills Development to launch a more rigorous and comprehensive DEI Program. ECAO engaged with one of the most dynamic and engaging speakers, Alex Willis of Leadership Surge.

Alex takes attendees on a journey to understand how developing tolerance and empathy within our work sites can actually link diversity initiatives with business success. By having an inclusive workplace, leaders can reduce conflict and absenteeism on the job site while improving productivity by creating an environment where all feel accepted and included. While we all agree there is a need to increase the recruitment of a diverse work force, the training also emphasizes that we need to ensure our current workplaces are ones where everyone feels included and respected.

We are proud to say that this program is the first of its kind in the construction industry and we were excited to have our contractor members and labour partners working together on this initiative.

The DEI training program centers on building a community of diversity, equity, and inclusion in the electrical contracting industry. Our industry has been challenged with recruiting and retaining new members from under-represented groups from our local communities. This program included individuals and leaders who can make a real difference in changing the electrical contracting culture to being more inclusive and diverse.

Along with the support and endorsement of our IBEW Labour partners, we were able to hold 12 dedicated sessions over 2022 with over 150 individuals participating and completing the full program. Feedback from attendees has been over whelming positive. The training started off with providing an in depth look at how each individual has a different set of lenses when looking at diversity in the workplace. This sets the stage for subsequent

The DEI training program centers on building a community of diversity, equity, and inclusion in the electrical contracting industry.

sessions where attendees delve into understanding tolerance and learning how to incorporate compassion and empathy in dealing with others.

Along with the in person and virtual sessions, our program provided participants with group exercises and tool-box exercises which individuals can take back and incorporate into their own workplaces with their leaders, employees and co-workers.

While the construction industry has a long road ahead in attracting a diverse work force, it can strive towards creating an environment where inclusion and empathy are key in recruiting and retaining a more diverse pool of employees.



ECAO 2022 ANNUAL INDUSTRY CONFERENCE: PRAGUE

After a long pause on international travel due to the COVID 19 pandemic, ECAO was excited to finally host its postponed Annual Conference in Prague on September 17/18-24. The conference attendees were able to take over the entire Hotel Mandarin Oriental and make it feel like a big reunion for all concerned.

Business sessions were kicked off by Pete Mastrocchio, Vice President of Education, Events & Partnerships at NECA, who enlightened the attendees about NECA's Educational Resources. The session was followed by the engaging and informative Executive Director of ELECTRI International, Josh Bone, who spoke on Mega-trends impacting Electrical contracting. Steven Bratt, Chief Executive Officer and Josh Bone discussed how important it is for contractors to investigate how pre-fabrication can help boost their company's productivity and reduce the cost of unnecessary supplies and materials in the final session.

Prague exceeded our expectations in its beauty, accessibility, and magnificent dining options. Our attendees spent countless hours exploring the city and beyond, such as with tours to Terezín and Český Krumlov. And, at the end of each day our community

returned to our beautiful home away from home for enjoyable and productive networking events.

ECAO wants to express our thanks to our Platinum Sponsors- Federated Insurance Canada, Robertson, Wesco/Prysmian Group and JEPP – IBEW/CCO along with the other sponsors, Black and McDonald Ltd., Graybar Canada, Milwaukee Tools Canada, Noramco, Mathews Dinsdale, People Corporation, RS Breakers & Controls, Teksmet, Thistle Printing and Province Electric, for making this a memorable and productive event.

Mark you calendars for 2023! ECAO is now gearing up to continue the momentum of hosting the Annual Conference in unique and accessible locations, so we are pleased to announce that the conference will be held in Boston from September 17-21, 2023, once again at a Mandarin Oriental Hotel.



ECAO 2022 ANNUAL GENERAL MEETING: OTTAWA

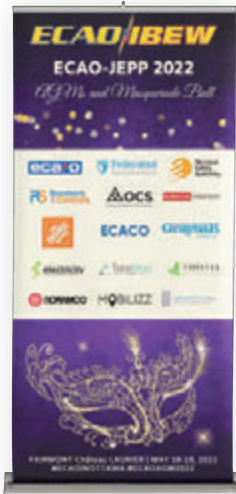
Everyone was thrilled to be able to finally meet in person after two years of pandemic lock downs, at the ECAO JEPP (Joint Electrical Promotion Plan) Annual General Meetings in Ottawa on May 19-20 at the Fairmont Chateau Laurier.

Both the ECAO and JEPP Annual Meetings provided a great line up of speakers including, Alex Willis, Founder and CEO of Leadership Surge who urged the attendees to join him, ECAO and IBEW on our journey to create a real cultural change of diversity and inclusion in the electrical contracting industry. Other speakers included Mary Van Buren, President of the Canadian Construction Association; Melissa Young, CEO Skills Trade Ontario; Michelle Branigan, CEO Electricity Human Resources Canada.

This year as ECAO marks becoming one of NECA's newest full chapter, we were honoured to have NECA guests General Ronald Bailey, VP Industry Development and Marco Giamberardino, VP Government & Public Affairs, provided their perspectives on how National Electrical Contractors Association (NECA) and the ECAO can work together to promote the unionized electrical contracting industry and to provide services and benefits for members to achieve greater market share in our industry.

After featuring a local indigenous dance and music performance, the “masquerade” gala was a huge success with the traditional prizes for the best dressed guests.

Robert Ritzmann, President of Alltrade Industrial was awarded the prestigious D.J.B Wright Award for his dedication to the electrical contracting industry through his active involvement in ECAO and industry senior level committees and for his humanitarian efforts with “voices in zambia”. To read the full award presentation please go to ([link to our website with the award stuff](#)).



AWARD WINNERS

D.J.B Wright Award Winner (2022) Robert Ritzmann

The Douglas J. B. Wright Award was created in 1992 by the Electrical Contractors Association of Ontario and Ontario Electrical Construction Co. Ltd. to pay tribute to individuals who best exemplify the dedication and commitment to the electrical contracting industry as exhibited by Doug Wright through his decades of service. Since 1992 this recognition has been bestowed on 23 individuals who, in their time, have left their lasting stamp on our industry.

Bob started his career with Nicolls Radtke/ BFC Industrial, now AECON, and was there for 15 years before helping to start Trademark Industrial and he spent some time with Sutherland Schultz. Bob has been in the electrical trade for almost 40 years. He started Alltrade Industrial in April of 2011, 11 years ago. He built the initial business plan based on around 30 people at the most. By early 2012 Alltrade had far exceeded that number and were approaching 100 people.

Bob joined the ECA Central Ontario Board of Directors in 2005, and he has held multiple positions within the local board over the



years. He has held executive positions with the ECA Central Ontario such as Secretary, President, and Secretary/ Treasurer. Along with these prestigious positions Bob has also spent many hours attending and assisting many committees such as the Provincial ETBA since 2012; Local Joint Conference Board; ECAO Member Services Committee; the Provincial Line Committee since 2017; and the Provincial Board of Directors since 2013.

Along with the above committees Bob is also the director of a charity that has been

extremely close to his heart for many years, LifeSong for Orphans Canada. He has been instrumental in coordinating and has spent many hours of his personal life travelling to Kitwe, Zambia in support of the cause. Over the years Life Song volunteers have been able to build a large education campus, and more recently have added post-Secondary education studies or learn a trade at the New Lifesong Vocational & Technical Centre. This allows 650 people to attend school on a daily basis.

Scholarship Award Winners (2022)

ECAO is pleased to announce the following successful recipients of the 2022 ECAO Scholarship Award:



Lucas D'Innocenzo

E.S. Fox Ltd.



Shelby Wilson

E.S. Fox Ltd.



Lucas Radbourne

Automation Now



Matthew Donleavy

E.S. Fox Ltd.



Anthony Palmieri

E.S. Fox Ltd.

NEW MEMBERS

Greater Toronto ECA

- Oak Ridge Building Solutions Inc
- Mykon Electrical North Ltd
- Cobra Power Inc
- High Voltage Power & Civil Ltd
- Integral Energy Services
- CORE Cabling Inc.

ECA Ottawa

- Brycor Electric

ECA Hamilton

- Steel City Electric

ECA Thunder Bay

- Turn Key Construction
- ON TB Electric
- Aiken Electric
- DMS Industrial Contractors

ECA Central Ontario

- McGeoch Electric Inc
- S. Thompson Electrical Limited
- MKS Electric Inc.

NEW AFFILIATE PARTNERS



CERTI-FIRE REPORT



PHYLLIS LEE

As an ongoing commitment from last year, the first round of Skills Development Fund (SDF) for Certi-Fire program was successfully completed on March 31, 2022. We anticipated 1,000 of individuals to participate in the funded program and it ended up with 962 participants, which maintained a 96% of completion rate over a 12-month period. 59 classes that were held between April 1, 2021 and March 31, 2022 included those from IBEW Local Unions, and Electrical Contractors Association of Ontario (ECAO) Distant Learning.

ECAO Distant Learning courses had a mixture of participants from different IBEW Local Union members across the province. Over 120 participants completed all four levels and were certified as Certi-Fire Electricians under the SDF within a year. 185 participants were recertified for another five years. It was a great achievement for Certi-Fire to expand the courses in a COVID-19 friendly environment, by delivering programs online to accommodate “at-home-learning” for the “in-person-classroom” training. Participants obtained the benefits of enhancing their employability and reinforcing their knowledge in the fire alarm industry.

With the continued support of Employment Ontario under the Ministry of Labour, Immigration, Training and Skills Development (MLTSD), ECAO received a second round of SDF funding in the amount of \$1.2 million. That will allow us to develop Virtual Reality

(VR) Certi-Fire Lab Training platform where the participants can learn wiring a fire alarm panel virtually by a wearable device. It gives us a solution that will resolve the indoor setting limitations as well as the geographical issues that were a barrier in the past.

Due to this new VR technology development, a cheaper training technique was created to reach far more people. It will eliminate the traditional need for large physical spaces and large capital investments. The virtual fire alarm

 **Certi-Fire**

 **RFAC** REGISTERED
FIRE ALARM
CONTRACTOR





panels can be upgraded periodically to meet the new demands, and technological requirements. By providing the instructors with the upgraded tools, the participants will understand thoroughly how to navigate through the critical components, procedures and safety planning required under all system conditions. Participants will experience the new innovative VR training method to adapt changes in the trade and market demand and enjoy this “live” fire condition training.

This year, Certi-Fire was back to exhibit at the Buildings Show / PM Expo 2022. It was Canada's Largest Exposition, Networking & Educational Event which was held at the Metro Toronto Convention Centre between

November 30 and December 2, 2022. We had a chance to showcase our new VR technology to the public. We also received a complementary opportunity to put on a seminar at the show. We invited Steve Smith, a retired General Manager of the Electrical Safety Authority's (ESA) Central Region to deliver the session. The topic was “Complying with Proactive Inspections for Buildings and Their Infrastructure”. Our aim was to ensure the continuation of the unique value of Certi-Fire by building brand awareness.

The vast exposure of having Certi-Fire training under the SDF funding has resulted in an increased interest from IBEW Local members to expand their trade skills in the fire alarm industry. ECAO contractors

have embraced the Certi-Fire program which provides them with more fire alarm work opportunities. In recognition of the ongoing involvement, advertisements were created for use on social media to increase awareness and expand business opportunities for RFAC. ECAO is also dedicated to help Building Owners and Property Managers to meet the necessary requirements for their fire alarm needs. A complimentary webinar, exclusively for Building Owners and Property Managers, was held in June 2022. This webinar enabled our RFAC members to connect their businesses in their regions with property managers and building owners who had fire alarm system needs.

FUTURE LEADERS ADVISORY COMMITTEE (FLAC) REPORT



**BRANDON GATTEN &
CLARK THOMAS**

We would like to thank the ECAO for allowing the Future Leaders Advisory Council (FLAC) to have another opportunity to share information and achievements in this year's publication.

FLAC has had a productive albeit challenging year in 2022. With the adjustments made to our personal and working lives solidified as a result of the pandemic, we've seen a welcomed increase to in-person meetings and gatherings again. Our communities have become more accustomed to virtual forms of communication which has increased the opportunities for growth and innovation in the way we connect.

Over the last year, the FLAC had an amazing opportunity to partner with ECAO's Diversity and Inclusion Advisory Committee (D&I Committee) to host a cocktail reception night at the ECAO AGM. The event welcomed a diverse comedian with a unique perspective. FLAC also held its first in-person social event since its formation at the Amsterdam Brewhouse in Toronto. The event was extremely well-received and facilitated the connection for future leaders of industry professionals. The highlight of this social event was the announcement of Brandon Gatten's appointment as FLAC's new co-chair. With Alltrade being a contractor

member of ECAO, he will bring with him the insight and drive to continue and shape FLAC's impact on the industry.





Prior to this, Melissa Peroff of T.P Electric had to unfortunately step down from her position as a result of health concerns. Her drive and ambition in leading the FLAC since its inception has been phenomenal and her presence and participation will be greatly missed. We all wish her a speedy and full recovery so she can continue to bring that drive and ambition to her work!

Furthermore, the FLAC was successful in receiving a standing invitation to the ECAO monthly Board Meetings. This opportunity

allows a contractor member chair to sit in on the meeting to observe and share the committee's accomplishments and strategic plans alongside receiving feedback and insights on ECAO's board meetings, providing the ability to "peak behind the curtains" so to speak.

Looking toward the future, FLAC intends to bolster its membership through social events that will benefit its membership, the industry, and ultimately the community.

We are thrilled to continue and engage our future industry leaders the year ahead and will continuously keep our eyes out for opportunities to meet with seasoned professionals in the field to learn from and strengthen our footprint in the industry.

We wish you all an amazing 2023 as we strive to create more opportunities for us to collaborate, network, and connect with each of you in the future.

DIVERSITY, EQUITY, AND INCLUSION ADVISORY COMMITTEE REPORT



KAMAKSHI AHLUWALIA

ECAO's Diversity, Equity and Inclusion (DEI) Advisory Committee was created in January 2021 to advise, educate, and provide resources to ECAO members to encourage and promote the application of a diversity and inclusion lens to their policies, programs and practices. The Committee's mandate is to provide insight into identifying systemic barriers and fighting racism in the industry.

ECAO and the DEI Committee continues to be an Employer Partner with the Canadian Centre for Diversity and Inclusion also known as CCDI. CCDI is a made-in-Canada solutions designed to help employers, DEI practitioners, and human resources practitioners effectively address the full picture of DEI within the workplace.

The Committee was successful in recommending the replacement of all gender-specific language in the Principal Agreement with appropriate gender-neutral language. The committee also suggested to add language in the Principal Agreement, addressing discrimination and harassment in the workplace. This small change can potentially make a significant impact in the industry.

To assist and educate our contractor member companies and their employees on what racism is, how to recognize it on construction sites,

and how to eliminate it, we launched a yearlong training program with Leadership Surge, called EMPOWER U for the construction and subcontracting trade industries. It was delivered by Alex Willis. Alex dove into topics about trust, respect, overcoming judgement, compassion and empathy. Training consisted of workshops, webinars, videos, toolbox talk and more.

To continue the momentum of the training and expand it to a wider range of organizations through out the province ECAO was granted Skills Development Funding of \$1.7 million from the Ontario Ministry of Labour, Immigration, Training and Skills Development.

The DEI committee also properly recognized and actively promoted array of multicultural events like: Martin Luther King's Day, Black History Month, Lunar New Year, Pink Shirt Day, Good Friday and Easter, Women's History

Month, International Women's Day, St. Patrick's Day, Pride Month, National Indigenous History Month, National Aboriginal Day, Canada Day, Ramadan, National day for Truth and Reconciliation or Orange Shirt Day, Diwali, Canadian and

American Thanksgiving, Remembrance Day, International Day of Persons with Disabilities, International and National Day of Violence Against Women, Human Rights Day, Hannukah, Christmas and Holidays.



The committee also partnered with ECAO's Future Leaders Advisory Council and ECA Ottawa to jointly host the cocktail reception where the committees did an outstanding job in recruiting, Shelina Merani, a Muslim, Female, and Person of Colour stand-up comedian.

Valerie Vanderwyk, Community Engagement Coordinator, from Aboriginal Apprenticeship Council of Ontario also known as AABO joined us at one of our monthly meetings to bring attention to the underrepresented groups and initiatives taken by AABO and how we can assist them.

The committee also attends all the DEI events and webinars provided by CCDI, RESCON and Electricity Human Resources Canada's Agents of Change Conference.

The DEI committee is also working towards creating a meaningful Land Acknowledgement for ECAO.



ECAO R. H. (Hugh) Carroll Award

Date: May 02, 2023

Location: The Westin Toronto Airport
(ECAO Contractor Members Only)



ECAO-IBEW 16th Annual Golf Tournament

Date: June 14, 2023

Location: Royal Ontario Golf Club



16th ANNUAL

ECAO • IBEW
GOLF TOURNAMENT

2023

WEDNESDAY JUNE 14, 2023
ROYAL ONTARIO GOLF CLUB

•• IN SUPPORT OF ••

SHELTER MOVERS  **TRANSIT SECOURS**

UPCOMING EVENTS

ECAO 2023 Annual General Meeting & Back to the 80s Night

Dates: June 01 & 02, 2023

Location: Four Seasons Toronto

Registration Link: www.ecao2023agm.squarespace.com



UPCOMING EVENTS

ECAO 2023 Annual Industry Conference

Dates: September 17-21, 2023

Location: Mandarin Oriental, Boston

More Details Coming Soon!



ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO