

Spotlight on 2023

ECAO

ELECTRICAL
CONTRACTORS
ASSOCIATION OF
ONTARIO

2023



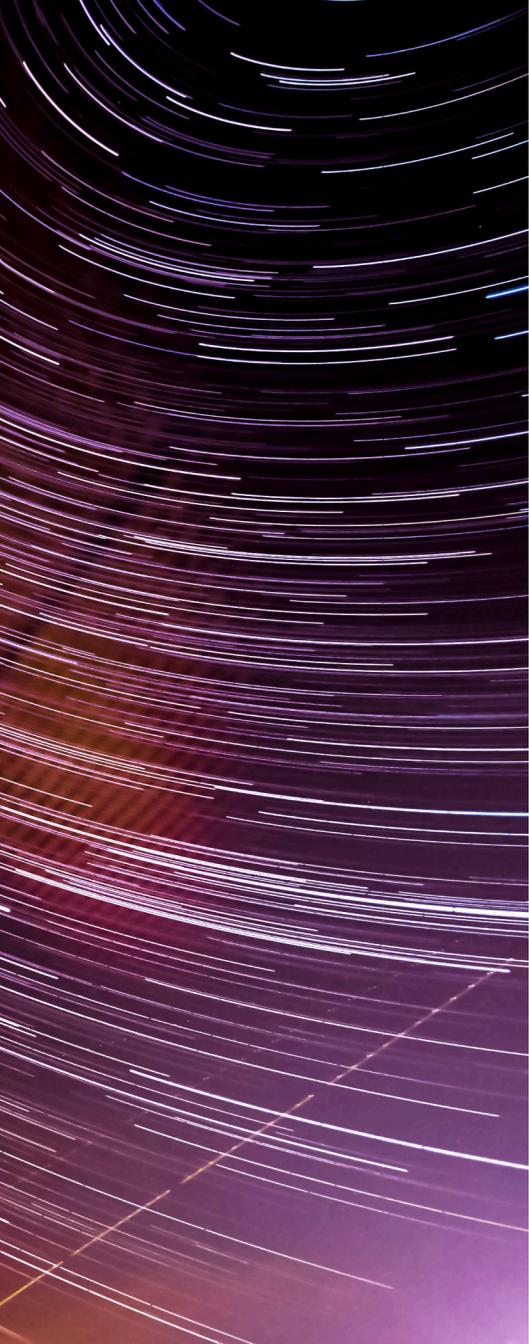


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ECAO EXECUTIVE COMMITTEE



■ **CHRIS CIMEK**
Chair
E. S. Fox Limited



■ **KEN CRAWFORD**
Past Chair
C&M Electric



■ **TIM BIRNIE**
First Vice-Chair
Birnie Electric Limited



■ **ANTHONY TOFANO**
Second Vice-Chair
TJI Multi-Trade Contractors Limited



■ **DOUG DINNIWELL**
Treasurer
Western Mechanical Electrical
Millwright Services Limited



■ **TERRY MOORE**
ETBA Chair
Trade-Mark Industrial Inc.

ECAO BOARD OF DIRECTORS

DIRECTOR NAME	COMPANY	ECA CHAPTER
Mark Lloyd	T. Lloyd Electric Limited	ECA Hamilton-Niagara
Danielle Gray	Industrial Electrical Contractors Brockville Limited	ECA Quinte/St.Lawrence
Gary Rossol	Al Gordon Electric Limited	ECA London
Mike Leone	Procon Constructors Inc.	ECA Hamilton-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
Carlo Maola	DMW Electrical Instrumentation Inc.	ECA Sarnia
Roch Picknell	Wired Synergy Inc.	ECA Ottawa
Johncarlo Salvatore	Mid-South Contractors Limited	Windsor ECA
Jason Jackson	Tri-Electric Solutions Limited	ECA Central Ontario
Martin Girardi	S & T Group	ECA Sudbury (Northern)
Dan Lancia	Holaco Installations	ECA Line
Tom Beros	Net Electric	ECAO Communications Committee

DIRECTORS-AT-LARGE

DIRECTOR NAME	POSITION	COMPANY	ECA CHAPTER
Chris Cimek	Chair	E. S. Fox Limited	ECA Hamilton-Niagara
Tim Birnie	First Vice-Chair	Birnie Electric Limited	Greater Toronto ECA
Anthony Tofano	Second Vice-Chair	TJI Multi-Trade Contractors Limited	ECA Sarnia
Terry Moore	ETBA Chair	Trade-Mark Industrial Inc.	ECA Central Ontario
Ken Crawford	Past-Chair	C&M Electric	ECA Ottawa
Doug Dinniwell	Treasurer	Western Mechanical Electrical Millwright Services Limited	Greater Toronto ECA

RETIRED BOARD MEMBER

DIRECTOR NAME	COMPANY
Brad Walker	Laframboise Group Limited
Tim Scott	Ontario Electrical Construction Company Limited
Bob Ritzmann	All Trade Industrial Contractors Inc.
Jon Apperley	Modern Niagara

ECAO PRESIDENT'S REPORT

As we complete another calendar year, you will see that the articles and photos that follow provide a thorough summary of a very successful 2023 for the Electrical Contractors' Association of Ontario (ECAO).

Therefore, I am keeping my message very brief- simply high-lighting the collaboration, partnerships, and networking events that I feel provided excellent value to our Association.

There were so many more highlights to 2023. Whether it be educational offerings, labour relations, marketing, social media, health and safety, or any of the other multitude of services offered by ECAO to our members as outlined herein, I am proud of the year that was 2023 and I look forward to continuing our evolution in 2024.



■ CHRIS CIMEK

ECAO Conference in Boston, Massachusetts.

This annual event is always a great opportunity for our members to network with our outstanding Affiliate Partners and each other, as well as to listen to informative speakers and take in our educational offerings. Our 2023 Conference in Boston, though, provided all of this and strong attendance by our IBEW labour partners, greater NECA attendance, perhaps a record showing of Affiliate Partners and, for the first time, having our sister NECA Chapter represented throughout the event, including Kristen Gowin (Executive Manager, Boston Chapter, NECA) and Walter Morrell (Director of Education and Outreach, Boston Chapter, NECA). Kristen and Walter were such unbelievably gracious “hosts”, providing insights to the Boston area, tour and restaurant advice, and providing welcome insight during our stay in their city. In addition, it was great to hear from Kristen, Walter and their IBEW labour partners who also provided a tour of their state-of-the-art training facility. A tip of the hat, also, to Atmosphere for all of their logistics and planning. I highly recommend attendance at this annual ECAO Conference for the networking opportunities, speakers, and fabulous venues.

NECA 2023 Convention & Trade Show.

With over 300 exhibitors, more than 1000 exhibit booths, and education sessions, the Trade Show is considered by many to be the main attraction to the NECA Convention. However, this event offered so much more for ECAO members who attended. There are Pre-Convention workshops, Convention education, and world-class speakers- the 2023 Convention featured Basketball Hall of Fame inductee and NBA great Julius Erving (Dr. J) as well as former Villanova Head Basketball Coach and two-time Naismith Coach of the Year, Jay Wright. Add to this the networking opportunities with electrical contractors from across North America and ECAO's joint reception with the NECA Chapters from Northern New Jersey and Connecticut; all in attendance had a very productive experience.

ECAO 75th Anniversary and Past Presidents' Gala.

Yes- 2023 was the 75th year of our existence. We took the opportunity to pay homage to our history, talk about our future, and honour the many Presidents preceding me- those who have successfully steered ECAO to the position within (and outside) our industry that we currently hold. It really was a grand event with the opportunity to examine our past and plan for our future!

First was the launch of our members' Learning Centre on our ECAO website in September. We were thrilled to begin what we hope will be an ever-increasing volume of educational resources for ECAO members and their valuable employees. The Learning Centre launched with courses in Health and Safety, Labour Relations, Diversity, Equity and Inclusion, Certi-Fire, as well as access to programs from NETCO, NECA, and 4S Consulting. You will also find in the Learning Centre a link to upcoming training. As mentioned above, this is but the start and we are interested in your ideas for future programs.

Another new launch in 2023 was the ECAO Marketplace, where our members post excess equipment and materials for sale. The response to this is picking up. So, if you require equipment or materials the ECAO Marketplace may be a good starting point. To assist you in navigating the platform effectively, we have created tutorials on how to buy and how to sell.

While not a "new" launch in 2023, we did roll out significant improvements to the ECAO App which is available for both iOS and Android. The improvements included,

- Stay Informed: Get on ECAO and industry news, regulations, and trends
- Networking: Connect with industry leaders, contractors, and suppliers
- Resources: Access resources, guides, and tools
- Events: Discover ECAO and industry events, training, webinars, and workshops
- Safety First: Stay updated on safety protocols and best practices
- Member Benefits: Exclusive perks and discounts for ECAO members

Our goal is to be able to provide you with all of our resources on your mobile phones, believing that if you have it at your fingertips it is far more useful.

You should also be aware of a rather impressive award received by the ECAO's Fire Alarm Program, Certi-Fire. Working with NORCAT, a Sudbury-based technology and innovation center, the group received the international award of VR Education and Training Solution of the Year at the 2023 VR Awards for its work on ECAO's CERTI-FIRE certification program. This award, which recognizes the VR aspects of ECAO's CERTI-FIRE program, reflects excellence in the development of innovative and practical uses of VR in education and training. The NORCAT VR technology enables users to participate in authentic scenarios, replicating lab exercises and practical tests within a virtual reality setting. The interactive features of the platform ensure learners acquire the required hands-on experience and efficiently demonstrate their skills. CERTI-FIRE VR, with NORCAT's outstanding development of the program, has transformed conventional professional fire alarm system training and certification procedures throughout Ontario, introducing immersive experiences that engage learners in a realistic and safe environment.

EXECUTIVE DIRECTOR'S REPORT

It is always difficult in writing this message to narrow down a full year's accomplishments by ECAO into a few paragraphs; and trying to do so for 2023 seems particularly difficult.

Thankfully the bulk of this Annual Report will cover a great deal of what we did for and with our members. But, if I am to select a few I suppose I feel it important to mention the following.



■ R. GRAEME AITKEN

YOUR ECAO TEAM



From Left to Right

Row 1

Adam Crapsi (Labour Relations, Health & Safety Administration Assistant), Graeme Aitken (Executive Director), Patryk Wrobel (Labour Relations Analyst), Kamakshi Ahluwalia (Marketing & Communications Manager), Vaishnavi Bala (Certi-Fire Administrator)

Row 2

Nathan Parsons (Certi-Fire VR Curriculum Developer), Tom MacKay (Health & Safety Director), Jodi Travers (Labour Relations Manager), Vincent Duong (Senior Office Coordinator), Lou Stranges (Accounting)

LABOUR RELATIONS REPORT



■ **JODI TRAVERS**

2023 was a year of preparation, with optimism that things will change for the better.

The Electrical Trade Bargaining Agency (ETBA) prepares for each round of bargaining hoping for the best outcome while planning for the worst. If the Parties (ETBA and the IBEW) negotiate a Joint Proposal, the best-case scenario is that we have a productive round of bargaining which includes the negotiation of a reasonable wage increase without the need to go to final offer selection, which is the worst-case scenario.

In preparation for bargaining, and our worst-case scenario of final offer selection if we have a Joint Proposal, ECAO needs more data. All information that we plan to share during final offer selection must be shared with the IBEW during bargaining. While we have access to some information, we are seeking information from contractors about areas in which they are uncompetitive or unsuccessful in bidding jobs.

We would like insight into the trends across each region or within each sector.

As such, ECAO launched its project tracking software to all ECAO member contractors in July 2023. There is strong potential for this tool to uncover provincial insights based on feedback from contractors. We need access to information to share with our labour partners, the IBEW, before and during bargaining. We need to be able to show the IBEW where our contractors are not competitive and show the reasons why they are not competitive. We are relying on the participation of a substantial number of our contractors.

Education is always one of our labour relations goals. We have been distributing You Ought to Know messages, offered a one-day Labour Relations for Supervisors course, and recently have started to provide shorter education sessions. Most recently, we created a webinar for all our members where we provided an introductory overview of our collective agreement. It was attended by more than 50 people and more sessions will be scheduled in 2024. During 2023, we provided a general overview of our collective bargaining process to FLAC and will be offering a short webinar to our members in 2024.

Subcontracting has been a frequent topic in our You Ought to Know messages. Since 2022, there have been at least 30 grievances filed against our members dealing with subcontracting. While some grievances were prematurely filed against contractors if there was a non-union contractor on site, some of them were a result of contractors subcontracting bargaining unit work to non-union contractors. That is a violation of our Principal Agreement.

Proactive communication and engagement with labour partners will be essential to foster a positive negotiating environment. We are working closely with the Construction Employers Coordinating Council of Ontario

(CECCO) and Ontario Construction Secretariat (OCS) to obtain resources that benefit our industry and stakeholders. OCS launched their three-day Fundamentals of Construction Labour Relations Course in 2023, which will benefit everyone in the industry. We strongly encourage our members to send employees to that course; especially if they work in management, labour relations, or human resources.

We've continued to build relationships with other NECA chapters, and our members and labour partners were welcomed to Boston at our most recent ECAO Industry Conference. The Boston NECA Chapter and IBEW Local 103 were generous hosts, taking our attendees on a tour of their new training centre and talking to us at their union hall. Attendees also got to tour one of two pre-fabrication shops. Also, for the first time, Jay Jones, Field Representative of NECA's Eastern Region, came to Toronto to provide Field Leadership Essentials training to a full class. The course was well received, and we hope to offer more training like that in the coming year. Josh Bone, from ELECTRI, joined us at the ECAO Industry Conference in Boston and shared insights from years of research into the electrical industry and the abundance mindset.

The labour relations landscape in Ontario continues to evolve, with various factors influencing the bargaining environment. Looking ahead to 2024, the ECAO is optimistic about the prospects for improved economic conditions and constructive labour relations. The association will continue to adapt and evolve to meet the ever-changing needs of its members and contribute to the growth and success of the unionized electrical contracting industry in Ontario. Collaboration with key stakeholders, including unions and government bodies, remains a priority to foster a constructive and cooperative labour relations climate.

ANALYST'S CORNER



■ **PATRYK WROBEL**

It's no secret that our industry has been losing market share over the years – but where exactly is it being lost?

So far, we've only been able to observe this decline by comparing our memberships' total yearly hours worked against WSIB's rate group data and estimating the percentage of work being claimed. While external reports are valuable, they don't reveal anything deeper about Ontario's unionized electrical market. Having a reliable provincial market picture can take the form of identifying what proportion of jobs, by local area or sector, are being awarded to our competition. It can be understanding the context behind a winning, losing, or missed bid opportunity – such as knowing what share of those jobs received stabilization support or project-specific market recovery terms. While this type of project information exists, it is either fragmented or siloed off, and cannot reliably be acted upon.

In 2022, the Electrical Trade Bargaining Agency (ETBA) recognized that, for our industry to craft

a reliable provincial market picture, we needed to create a tool that could collect project related information in a way that (1) generates value to the user, (2) maintains data confidentiality, and (3) preserves user anonymity. In support of that goal, last year in July, the ECAO contracted Avatara software and released a free, easy to use, lightweight web-based project database available to ECAO member contractors that we believe meets these three requirements.

Organizations who register gain access to their company's online portal, from which they can input high-level snapshot information about their projects. Users can also filter and export information to generate business reports. As more contractors engage in this tool, our provincial market picture will develop. We are optimistic that our contractors will find value in both the internal reporting this system provides, as well as the anonymized insights we plan to share with our membership over time.

If you are an ECAO member contractor and would like to learn more about this tool, email me at pwrobel@ecao.org and we will schedule time to connect.

RUBICON GOVERNMENT LOBBYING

RUBICON STRATEGY

2023 was a disruptive year in Ontario's labour sector, with Premier Ford making two significant Cabinet shuffles in September.

The second of which was precipitated by the resignation of long-time Minister of Labour, Immigration, Training and Skills Development, Monte McNaughton. He was replaced with the long-time Minister of Environment, David Piccini, who has hit the ground running in his new role. Rubicon Strategy has assisted ECAO in helping to foster a productive relationship with the new Minister, as well as emphasizing the importance of ECAO with the Minister's new team.

In 2023, Rubicon assisted ECAO in securing \$1.3M in round 3 funding from Ontario's Skills Development Fund (SDF).

This SDF funding will continue to support the upskilling of workers through an immersive VR experience. Rubicon Strategy will assist ECAO in securing round 4 funding, to continue VR Certi-Fire training programs.

Rubicon Strategy began advocating for increased permissions for cross-border mobility for electrical workers, providing greater flexibility for Canadian and American workers to work across borders. Rubicon Strategy will continue to work with ECAO, its partners, and respective governments to advance this initiative in 2024.

In addition to lobby efforts, Rubicon Strategy participated in ECAO's 2023 AGM, with Vice-President Tim Smitheman and Senior Associate Utilia Amaral speaking to ECAO members on Ontario's Energy Future. Their panel focused on the Ontario Energy Future Report, which Rubicon Strategy collaborated with Power Advisory LLC to write and produce. Additionally, Rubicon Strategy Account Director Daniel Pascucci spoke to ECAO FLAC members in August, highlighting Rubicon's role in advocating for ECAO with the government.

In 2024, Rubicon Strategy will continue monitoring the political scene for ECAO, including the potential of a 2024 federal election and the movements of Ontario opposition parties as they attempt to criticize Premier Ford's agenda.

ON THE ELECTRICAL SAFETY AUTHORITY



This past year brought its share of challenges and successes, but through the continued collaborative approach and proactive relationship with many stakeholders, including the ECAO, the sector has been strengthened to meet to growing demands of an electrified economy.

The ECAO has been a strong participant in the many advisory councils, sub-committees and consultations set up to address issues faced by Licensed Electrical Contractors. The ECAO provided strategic advice and counsel, to tackle challenging issues and advance the interest of safety across the sector. Further, the ESA would like to specifically thank ECAO members who have held leadership positions on these various committees, including Cathy Frederickson, Joe Kurpe, and Larry Shaver.

In addition to ECAO's active involvement with ESA, senior level executives meet on a regular basis with and the lines of communication are open. ESA appreciates the openness and transparency with which ECAO operates and looks forward to continued collaboration to support ECAO members and a safer electrical Ontario.

The ESA appreciates the collaborative and proactive relationship with the ECAO.

Some of the highlights from 2023 include:

- the ESA achieved great progress to be able to declare over 90% of the Auditor General recommendations completed
- the ESA ON Mobile App was launched, to aid remote inspections and submission of information; these efforts were aided by the take-up and constructive feedback of the Licensed Electrical Contractor community
- Streamlining efforts for Licensing activities to reduce administrative burdens
- Launch of the Competency Profile for Master Electricians
- Active campaigns to highlight not only the law, but also the high value that Licensed Electrical Contractors provide their customers
- Continued efforts to address the underground economy, including new fines and penalties through Administrative Penalty Orders

ECAO IN THE COMMUNITY



JODI & GRAEME AT THE OCS LABOUR RELATIONS FORUM



EAO AND JEPP AT THE CANADIAN INTERNATIONAL AUTOSHOW



EAO AT THE ALL TRADE GOLF TOURNAMENT



TOM & GRAEME AT THE COCA AWARDS



NECA AND EAO TEAM



EAO AT THE NECA CONVENTION & TRADE SHOW



EAO AT THE OCS 2023 STATE OF THE INDUSTRY & OUTLOOK CONFERENCE



JEPP AT THE SKILLS TRADE ONTARIO COMPETITION



ECAO TEAM AT THE ECAO-IBEW GOLF TOURNAMENT



FEDERATED ELITE ASSOCIATION PARTNER FORUM



GRAEME SPEAKING WITH HIGH SCHOOL STUDENTS



VINCENT & KAMAKSHI AT THE TCA'S YPN EVENT



GRAEME, TOM AND ALMA AT THE NECA SAFETY PROFESSIONALS CONFERENCE



V & NATHAN AT THE JEPP AGM



MLTISD HON. DAVID PICCINI SPEAKING AT COCA

OTHER EVENTS ATTENDED

- NECA ASSOCIATION EXECUTIVES INSTITUTE
- CCDI ANNUAL UNCONFERENCE
- ECA HAMILTON AGM
- IBEW/MS CHARITY GOLF TOURNAMENT
- OCS LABOUR RELATIONS COURSE-PILOT
- CELEBRATING 105 YEARS OF IBEW 773
- BICSI NECA CONFERENCE
- CLRAO DINNER
- PBCTCO ANNUAL CONVENTION

FUNDRAISER FOR MLTISD HON. DAVID PICCINI

ECA OTTAWA CHRISTMAS GALA

WECA HOLIDAY DINNER



JODI AT NECA NOW



KAMAKSHI & VINCENT AT THE CSAE SUMMER SUMMIT



KAMAKSHI & PATRYK AT THE ECA OTTAWA'S ALL MEMEBRS MEETING



GRAEME AT THE NECA NORTHERN NEW JERSEY 75TH ANNIVERSARY GALA



KAMAKSHI & GRAEME AT THE ECA CENTRAL ONTARIO AGM



GRAEME AT THE OCS AGM



JODI, GRAEME AND MARK CHERNEY AT THE OCS LABOUR RELATIONS ANNUAL GENERAL MEETING & CONFERENCE



GRAEME AND HIS NECA PEER GROUP

HEALTH & SAFETY REPORT



■ **TOM MACKAY**

Changing times

As 2023 fades into the background and 2024 begins we are experiencing changes in staffing. Adam Crapsi has taken a position outside the ECAO. We wish him all the best in this new chapter of his career and thank him for all his hard work guiding our members through the excellence program, fielding questions, organizing the safety awards and putting presentations together. His hard work and sense of humor will truly be missed.

We are excited to announce that Cristina Najera will be taking over Adams' health and safety responsibilities. Cristiana worked with us as an intern last year working on training and information materials and getting familiar with the safety awards and safety excellence program. Her enthusiasm for making a difference in health and safety, great work ethic and passion to learn is welcome and will help with the transition. We are very happy to have Cristiana join our team, Welcome Cristiana.

WSIB Health & Safety Excellence Program

As a program provider, the ECAO meaningfully contributes towards program member companies improving safety experience and strengthening their health and safety programs and culture. We continue to support member companies through the process of developing health and safety management systems through the WSIB Safety Excellence program while earning rebates on premiums by offering both guidance and support materials to help ensure success. During 2023 our members have received substantial rebates while strengthening their safety programs in excess of \$800,000.

Our continued commitment to helping members protect the health and safety of workers helps to promote our contractors reputation as the safest companies to work within the electrical industry.

Committees

The ECAO will continue to take a leadership role in worker health and safety in 2024. Our commitment and dedication include active participation in the construction Provincial Labour Management Health and Safety section 21 committee (an advisory committee to the Ministry of Labour, Immigration and Skills Development). We will continue our working with the committee and subcommittees to help shape legislative change and improve worker health and safety across the Province. Our work included participating in a safety training standards working group defining the need for training standards including hoisting and rigging. We also participated in the CSA Z301 Equity, Diversity and Inclusion standard committee,

In addition, we promote improvements to health and safety in the construction industry by active participation in the ECAO/IBEW Labour Management Safety Committee, the COCA WSIB and Health and safety committees and the WSIB Chairs Construction Committee WSIB.

NECA

In 2023 we Joint joined NECA greatly improving access to health and safety information and expertise. At the NECA Health and Safety summit we presented a lecture discussing the impact of diversity including cultural, educational and

language barriers to health and safety facing immigrant workers. We will continue to develop strategies and resources to help prevent and navigate barriers as the labor force changes.

COCA

The ECAO was the recipient of the COCA Presidents Award in recognition outstanding contributions.

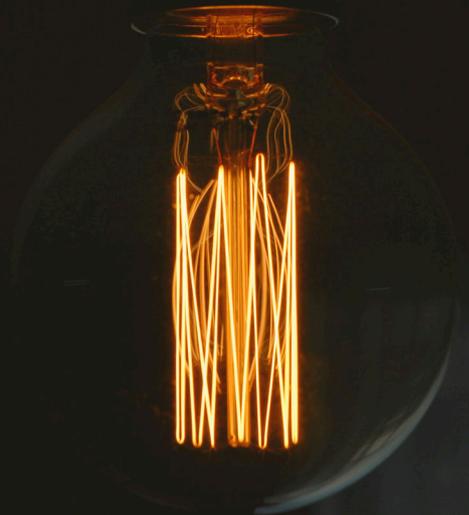
The year ahead

The year ahead will be exciting with new technological advances, equipment and procedure changes contributing to excellent health and safety statistics throughout our membership. I can't wait to see where 2024 will take us.

We will continue to develop resources for members including one line information and training. Online materials will start with the rights, duties, and responsibilities under the OHSA.

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.

We will continue to increase membership in the excellence program 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 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 Carrol 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.

In 2023 we were honored to have Wesley L Wheeler SMS, Executive Director of Safety, NECA deliver pour key note session, thank you WES.

Congratulations and thank you for your continued commitment to health and safety for all of our applicants. The selection of award recipients was very difficult due to many excellent applications.

Wishing you all a safe and healthy 2024.

Recipients for 2023 were

G2 Category

20,001-100,000 HRS: PowerTel Utilities Contractors

100,001-250,000 HRS: TJI Multi-Trade Contractors

250,001-500,000 HRS: K-Line Maintenance & Construction

>500,001 HRS: Black and McDonald Northern Ontario

G4 Category

20,001-100,000 HRS: Rogol Electric Company Ltd.

100,001-250,000 HRS: S.&T. Group

>250,001 HRS: The State Group Inc.



In 2024 we plan some changes to maintain the integrity and prestige of the awards. We will continue the focus on safety culture and inclusion of all workplace parties to improve the health and safety in our workplaces.



ROGOL ELECTRIC COMPANY LTD.



POWERTEL UTILITIES CONTRACTORS



THE STATE GROUP INC.



K-LINE MAINTENANCE & CONSTRUCTION

DIGITAL MARKETING REPORT



■ KAMAKSHI AHLUWALIA

ECAO WEBSITE

32k
New Users

179k
Event Count

62k
Views

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

WEBINARS AND SEMINARS

18

Social Media Channels

TWITTER @ECAOntario

911
Followers

14
New Followers

8.8k
Organic Impressions



FACEBOOK @ECAOntario

1043
Followers

822
Likes

52
New Followers

3.3k
Page Reach



INSTAGRAM
@ECAOntario

486
Followers

398
Posts

97
New Followers



LINKEDIN
@ECAOntario

1941
Followers

276
New Followers

E-NEWSLETTER

24
Campaigns
27,724
Emails Sent

43%
Average Open Rate
(+6% from the industry average,
which is 37%)

9%
Average Click Rate
(+5% from the industry average,
which is 4%)

THREADS
@ECAOntario

63
Followers

YOUTUBE
@ECAOntario

26
Subscribers

*Website Analytics Source: Google Analytics |
Industry Average: Constant Contact

TRAINING & EDUCATION

February 22: The Top Habits of High Performing Foremen Training by Dr. Awad Hanna

February 23: Managing Field Productivity to Improve the Bottom Line Training by Dr. Awad Hanna

February 24: Change Order Pricing and Best Management Practices Training by Dr. Awad Hanna

April 04 & 05: Electrical Estimating Training by Suderman Estimating Course 1

April 12 & 13: Electrical Estimating Training by Suderman Estimating Course 2

April 19: COR 2020 and How to Effectively Transition Webinar by 4S Consulting Inc. Part 1

April 26: COR 2020 and How to Effectively Transition Webinar by 4S Consulting Inc. Part 2

May 09 & 10: Electrical Estimating Training by Suderman Estimating Course 1

May 16 & 17: Electrical Estimating Training by Suderman Estimating Course 2

September 13: Southwire SIMpull Solutions® Training Webinar

October 19: Southwire SIMpull Solutions® In-Person Training Workshop

October 24: Basic Principles and Practices of Project Construction Estimating Training by Dr. Awad Hanna

October 25 & 26: Advanced Comprehensive Practices for Effective Electrical Project Management Training by Dr. Awad Hanna

October 30: Schedule Compression and Out of Sequence Work Workshop

November 02: Successfully Transition to COR 2020 Webinar by 4S Consulting Inc.

November 14: NECA Field Leadership Essentials Training by Jay B. Jones

November 29: Overview of Principal Agreement Webinar

November 29: Introduction to Fire Alarm Webinar with Certi-Fire for 309A Electricians





ECAO 2023 ANNUAL INDUSTRY CONFERENCE: BOSTON

The Electrical Contractors Association of Ontario (ECAO) held its highly anticipated 2023 Annual Industry Conference from September 17 to 21 at the opulent Mandarin Oriental in Boston. The conference brought together professionals, experts, and enthusiasts from the electrical contracting industry for a week of networking, learning, and experiencing the vibrant city of Boston.

The conference kicked off with a memorable welcome evening at Mandarin Oriental's Private Garden. Attendees were greeted with an atmosphere of camaraderie, setting the tone for the exciting days ahead. The evening provided a platform for lively discussions, the formation of lasting connections, and an opportunity to soak in the unique charm of Boston.

Day 2 commenced with a scenic Trolley Tour that covered major areas of Boston, including Downtown, Beacon Hill, Back Bay, the Theatre District, and the Waterfront. This immersive experience allowed participants to explore the rich history and diverse architecture of the city while fostering a sense of community among attendees.

The educational aspect of the conference took center stage on Day 3. David Long, Chief Executive Officer of the National Electrical Contractors Association (NECA), delivered the opening remarks. The highlight of the day was an insightful keynote by Josh Bone, Executive Director of ELECTRI International, who shared perspectives on Creating an Abundance Mindset. Attendees found Josh's insights to be truly mind-opening and thought-provoking.

Day 4 provided a unique blend of history and industry insights. Attendees had the opportunity to experience the magic of Fenway Park, America's oldest baseball stadium and home to the Boston Red Sox since 1912. Following this, exclusive behind-the-scenes tours were organized at Gaston Electrical, Sully Mac's Pre-fabrication Shop, and the Greater Boston Joint Apprentice Training Center (JATC). JATC boasts one of the highest rated and most prestigious apprenticeship programs in the country.





The IBEW Local 103 Hall hosted speakers including, Kristen Gowin, Executive Manager of NECA Boston, Lou Antonellis, Local Business Manager, and Christopher D. Sherlock, Training Director, who shared their expertise and perspectives. Special thanks to NECA Boston for hosting us and providing valuable insights into the world of apprenticeship.

The conference wrapped up with a farewell din-nah, bringing together participants for the final evening of celebration. A big shoutout to everyone who joined us and made this event a memorable one. We want to extend a heartfelt thank you to our incredible sponsors for their unwavering support.



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ECAO 2023 ANNUAL INDUSTRY CONFERENCE: BOSTON



ECAO 2023 ANNUAL GENERAL MEETING: TORONTO

The Electrical Contractors Association of Ontario (ECAO) hosted its 2023 Annual General Meeting (AGM) at the luxurious Four Seasons Yorkville in Toronto. The two-day event, held on June 1st and 02nd, was a blend of insightful educational sessions, prestigious awards, networking opportunities, and a memorable Back to the 80s Night.

The event commenced with an engaging educational session on "Ontario's Energy Future Panel," featuring speakers, Sarah Simmons, Tim Smitheman, and Utilia Amaral from Rubicon Strategy, ECAO's Government Lobbying Partners. This session provided valuable insights into the future landscape of energy in Ontario. Following this, Bryan Jones and Mike Carroll from Graybar led a session on "Growth Opportunities for Contractors in Low Voltage and Network Cabling Panel," shedding light on the evolving prospects for contractors in these specialized areas. The day concluded with a vibrant Cocktail Night, providing attendees with a relaxed environment for networking and building connections.

Day 2 began with the official ECAO Annual General Meeting, featuring an opening keynote from the former Minister of Labour, Immigration, Training, and Skills Development, Hon. Monte McNaughton. A moment of pride and celebration unfolded as Joeseph Kurpe from JK Enterprises and J. Brad Walker from Laframboise Group Ltd. were honored with the prestigious D.J.B Wright Award for their significant contributions to the electrical contracting industry.

The day continued with a panel discussion on "General Contractors" led by Tony Fanelli, Greg Brokenshire and Tom Kemp. Attendees gained valuable perspectives on collaborating with general contractors in the industry. The final education session was an interactive one, focusing on "Diversity, Equity, Inclusion, and Belongingness," presented by the one-and-only Alex Willis. The session, titled "Learn to Adjust Your Lenses," provided practical insights for supporting DEI within the industry.

The day concluded with the much-anticipated "Back to the 80s Night." The 80s was a unique era of time. Attendees embraced the theme, showcasing iconic 80s fashion, including big hair, shoulder pads, neon tops, and more, creating a nostalgic and lively atmosphere.

ECAO is grateful for all the support our Affiliates and Industry Partners have extended in sponsoring our AGM and Back to the 80s Night.



ECAO 2023 ANNUAL GENERAL MEETING: TORONTO





CELEBRATING 75 YEARS OF ECAO





D.J.B WRIGHT AWARD WINNERS (2023)

JOE KURPE AND BRAD WALKER

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 26 individuals who, in their time, have left their lasting stamp on our industry.

Joe Kurpe has been actively engaged with the Electrical Construction Association of Hamilton since 1994. He held various roles, including Vice President and President, and served on the Board of Directors. Joe co-chaired the Joint Education Committee since 1994 and joined the Joint Apprenticeship Committee in 1996 as the ECAH Co-Chair.

His contributions include leading the Licensing & Enforcement Committee (1997-2006), serving as a safety instructor for apprentices since 2004, and being a judge for the Bay Area Science and Engineering Fair since 2005. Joe represented the Health and Safety committees, chaired ECAO Member Services and ECAO Executive Members Committee.

From 2011 to 2021, he was part of the COAC Advisory Council to ESA, serving as Co-Chair and Chair. Joe chaired the ECAO Calendar Committee and led the Codes and Standards Committee. Since 2014, he has been on ECRA AC, serving as Co-Chair and Chair, contributing to sub-committees, standards development, and addressing ongoing issues. Joe has also been involved in the Fair Wage Policy in the City of Hamilton since 2014, showcasing his extensive leadership and industry knowledge, earning respect within and beyond the electrical community.

Brad Walker has an outstanding 50-year career in the electrical construction industry at local, provincial, and national levels.

Brad started working at 16 for Comstock and pursued an electrician apprenticeship in 1975. After joining EPI in 1981, he opened its Eastern

Division in Gananoque. In 1989, Laframboise Group recruited him as a project manager, where he managed projects across Eastern Ontario and expanded the company's recognition nationally and internationally. Brad's dedication led him to manage projects in the US, making Laframboise Group an international player.

Despite his demanding career, Brad actively served the electrical industry on local and provincial levels. His roles included ECA-QSL Board member and President, ECAO Board representative, and ECAO President in 2020 and 2021. Brad played a crucial role in creating the ECAO's Scholarship Program and navigated the challenges of the COVID-19 pandemic while leading ECAO to become a full international chapter of NECA. As president, he spearheaded the strategic plan's refocusing, emphasizing diversity and inclusion.

Beyond his professional commitments, Brad volunteered in his community. In Hamilton, he served at Garside Gospel Church and coached a hockey team. Brad has been a long-time board member and currently chairs Elim Ministries, a non-profit organization focused on physical, mental, and spiritual refreshment, leading various fundraising and infrastructure projects.



SCHOLARSHIP AWARD WINNERS (2023)

ECAO is pleased to announce the following successful recipients of the 2023 ECAO Scholarship Award.



■ **AMELIA LLOYD**
T. Lloyd Electric Ontario Ltd.



■ **ARRAH D PATEL**
E.S Fox Ltd.



■ **CAMERYN MOORE**
Trade-Mark Industrial Inc.



■ **KAITLYN WALPOLE**
E.S Fox Ltd.



■ **LUCA DECHELLIS**
E.S Fox Ltd.

New Members

Greater Toronto ECA

- Trade Electrical Contractors
- Westmore Poleline and Electric Inc.
- Locus Electric Limited
- GIO Electric
- Harris Industries

ECA Ottawa

- Goor Electric
- Craig Electrical Ltd.

ECA Hamilton

- Barylanc Electric Ltd.
- New Growth Electric Inc

ECA Central Ontario

- Davis Electrical Solutions Ltd.

ECA Northern Ontario

- A.G. Electric

NEW AFFILIATE PARTNERS



CERTI-FIRE REPORT



■ VAISHNAVI (V) BALA



■ NATHAN PARSONS



2022 has been a tremendous year for Certi-Fire, with SDF Round 2 completed on March 31, 2023, the anticipation was for 100 students to be enrolled under the Certi-Fire VR program and we ended up with 109 participants which maintained over 100% completion rate over 12 months.

39 classes were held between April 2, 2022, and March 31, 2023, including those from IBEW local unions and ECAO Distance Learning with a mixture of participants from different IBEW local unions across the province. Certi-Fire has been embracing the digital learning format by delivering programs online to accommodate “at-home-learning” for the “in-person-classroom” training and training the participants on the VR systems has also helped bring down the cost of physical training and is more environmentally friendly considering less usage of space. Participants obtained the benefits of enhancing their employability and reinforcing their knowledge in the fire alarm industry.

With immense support from Employment Ontario under the Ministry of Labour, Immigration, Training and Skills Development (MLTSD), ECAO received a third round of SDF funding in the amount of \$1.14 million that allowed us to develop VR labs for all 4 levels and 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. The technology developed by NORCAT also won the VR Education and Training Solution of the Year at the 2023 VR Awards which was held in Rotterdam, Netherlands, on Nov. 30. With this new status we can confidentially say that we have a world-class product available to all IBEW members in Ontario. With the continued support from ECAO, IBEW CCO, JEPP, and the Certi-Fire instructors we will continue to make the Certi-Fire program the gold standard in the province of Ontario.

In this SDF round Certi-Fire is anticipated to enroll 50 participants who will be given the VR training, out of which we have already trained 35 participants, and this year we have enrolled over 500 participants in all levels both through IBEW training centres and ECAO Distance Learning.

This year, Certi-Fire was actively marketing in different events including the ECAO's Future Leaders Advisory Council where we sponsored the event and had a booth showcasing the VR technology to different members of the committee. We also sponsored the Past Presidents Gala night which was a good way to put our name forward in front of all ECAO's contractors and government. For the first time, Certi-Fire also hosted an online webinar for all 309A electricians who are interested in taking the course and want to know more about it and have the chance to talk to past participants and instructors.

The exposure Certi-Fire received due to community engagement and SDF funding has resulted in an increased interest in the course.

Certi-Fire also enrolled new RFAC members in the past year with a total of 50 members now and we are targeting our marketing initiatives more towards aligning the RFAC and expanding the outreach, and in alignment the process and procedures have been changed to make the yearly updates more aligned and easier for both RFAC and Certi-Fire. Our goal for the upcoming year is to ensure that clients know that Certi-Fire is the fire alarm certification that should be demanded.



JOINT ELECTRICAL PROMOTION PLAN (JEPP) GRAEME AITKEN



ELECTRICAL CONTRACTORS ASSOCIATION OF ONTARIO
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Since its creation in, or about, 1991, the Joint Electrical Promotion Plan (JEPP) has had several strategic plans, resets, and assessments. Those undertakings have seen JEPP's goals as promoting unionized construction, market share recapture, training and standards, organizational development, government relations, supporting collective bargaining, and business development. It is this final item that the proponents of JEPP felt must be given the greatest emphasis.

Thus, at the 2023 JEPP Annual General Meeting there was a commitment to refocus JEPP's direction with business development as the priority. That is not to dismiss the other areas in which JEPP has provided benefits for ECAO and the IBEW CCO; in fact, JEPP will also be continuing to build on its accomplishments. This process- refocus, business planning, strategic plan, roadmap whatever you wish to call it, will begin in early 2024.

To be certain that we can best implement JEPP's new direction and to be certain that JEPP continued to operate the Board of Directors hired Robert (Bob) Ritzmann as the new Director of Business Development. For those who may not know, Bob is an experienced practitioner and leader in the electrical construction industry. A licensed Electrician since 1989 and a Master Electrician since 2001, Bob took on increasingly senior leadership roles as he progressed in his trade in Ontario's growing electrical contracting industry. An entrepreneur at heart, Bob established Alltrade Industrial Contractors in 2011 and, today, the company is a leading Canadian design-build contractor employing over 1,000 skilled tradespeople.

We are excited about this refocusing to more effectively grow our industry!

FUTURE LEADERS ADVISORY COUNCIL'S (FLAC) REPORT



■ BRANDON GATTEN & DANIELLE GRAY

We extend our sincerest gratitude to the Electrical Contractors Association of Ontario (ECAO) for granting the Future Leaders Advisory Council (FLAC) an opportunity to showcase our progress and accomplishments in this year's publication.

2023 has been an outstanding year for the Future Leaders Committee, with impactful meetings featuring esteemed guest speakers such as Daniel Pascucci from Rubicon Strategy, Jodi Travers from ECAO, Nathan Parsons and Vaishnavi Balasubramanian from Certi-Fire, and Chris Swick from the National Electrical Trade Council (NETCO).

We were also fortunate enough to address the ECAO membership at the AGM in Toronto on June 2nd to raise awareness about the committee we've cultivated, and to engage prospective members. Our FLAC social event on October 19th at Scaddabush provided a platform for industry leaders to converge, fostering invaluable connections among future professionals. This event could not have been made possible without the generous sponsorship from Graybar Canada and Certi-Fire! The committee also welcomed Danielle Gray as the new FLAC Co-Chair this year who has been an active member on the committee since its creation.

We secured a standing invitation to the ECAO Board of Directors monthly meetings this year which provided our committee the privilege to share our achievements and strategic plans while gaining industry insights with senior leadership, a monumental achievement for Future Leaders! This opportunity has granted us with a deeper understanding of industry dynamics and its strategic decision-making processes.

Notably, FLAC expanded its membership significantly, welcoming a substantial number of new members into our community. Looking ahead, our focus for the upcoming year is to refine our engagement strategies within the industry and creating more opportunities for members to connect and collaborate.

In pursuit of our goals, we aim to revitalize FLAC's branding and communication strategies, ensuring our messages resonate effectively with our community.

As we stride into 2024, FLAC is committed to a stronger network among emerging industry leaders and seasoned professionals alike. We eagerly anticipate a year filled with collaborations, networking, and meaningful connections.

Here's to a remarkable 2023, and an ambitious 2024 as we continue to cultivate spaces for collaboration and growth within our industry!



DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE REPORT



■ **KAMAKSHI AHLUWALIA**

In January 2021, the Diversity, Equity, and Inclusion (DEI) Advisory Committee of ECAO was established with the purpose of advising, educating, and equipping ECAO members with resources to foster the integration of a diversity and inclusion perspective into their policies, programs, and practices. The Committee’s mandate is to provide insight into identifying systemic barriers and fighting racism in the industry.

The Committee achieved a significant milestone by crafting a meaningful Land Acknowledgement for ECAO and its members, showcasing a commitment to acknowledging and respecting the indigenous lands across the province.

“Electrical Contractors Association of Ontario recognizes that its work and the work of its members takes place on traditional Indigenous territories across the province. We acknowledge that there are 46 treaties and other agreements that cover the territory now called Ontario. We are thankful to be able to work and live in these territories. We are thankful to the First Nations, Métis and Inuit peoples who have cared for these territories since time immemorial and who continue to contribute to the strength of Ontario and to all communities across the province.

ECAO would also like to acknowledge the land we are on today and where its Provincial office is located in Toronto and on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabek, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

We are grateful to have the opportunity to work on this land, and by doing so, give our respect to its first inhabitants.

Today and every day we remember the lives of lost children and honour the survivors of residential schools, their families and communities.”

In September, ECAO unveiled its Learning Centre, dedicated exclusively to our valued members. ECAO members can access insightful Diversity, Equity, Inclusion, and Belonging (DEIB) learning courses facilitated by Alex Willis in 2022. These courses cover a spectrum of topics, such as unconscious bias, trust, respect, overcoming judgment, compassion, empathy, and more. The comprehensive training materials encompass engaging videos, enlightening toolbox talks, and supplementary learning resources.

ECAO and the DEI Committee continues to maintain its status as an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI). The CCDI represents a homegrown Canadian initiative, offering tailored solutions to support employers, DEI practitioners, and human resources professionals in effectively addressing the multifaceted landscape of Diversity, Equity, and Inclusion within the workplace.

The DEI Committee actively participated in a multitude of DEI events, webinars, and training sessions facilitated by esteemed organizations such as CCDI, RESCON, and Electricity Human Resources Canada. By engaging in these initiatives, the committee members sought to enhance their understanding, stay abreast of industry best practices, and further develop their expertise in fostering Diversity, Equity, and Inclusion within our organization.

The DEI Committee has demonstrated a steadfast commitment to recognizing and actively promoting a diverse array of multicultural events. These include, but are not limited to, Martin Luther King Jr. 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 of Truth and Reconciliation (Orange Shirt Day), Diwali, Canadian and American Thanksgiving, Remembrance Day, as well as Christmas and other holidays.

The committee was delighted to welcome James Barry, IBEW Executive Secretary Treasurer as a Co-Chair for our Diversity, Equity, and Inclusion Advisory Committee. We believe James' expertise will make a valuable contribution to our efforts to promote diversity, equity, and inclusion within the electrical industry.

In the upcoming year, the committee will engage in collaborative discussions to conceptualize and develop ECAO's Diversity, Equity, Inclusion, and Belonging Award as part of our ongoing initiatives.



UPCOMING EVENTS



ECAO 2024 ANNUAL GENERAL MEETING AND NIGHT AT THE RACES

Followed by ECAO Safety Awards

Date:
June 06, 2024

Location:
Woodbine Racetrack, Etobicoke

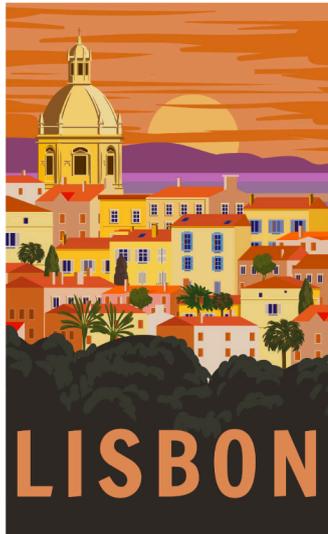
Registration Link:
eca2024agm.squarespace.com



**ECAO-IBEW CCO 2024
ANNUAL GOLF
TOURNAMENT**

Date:
June 12, 2024

Location:
Royal Ontario Golf Club, Milton



ECAO 2024 ANNUAL INDUSTRY CONFERENCE

Dates:

September 15- 21, 2024

Location:

Four Seasons Hotel Ritz, Lisbon

Registration Link:

ecaolisbon-2024.com





ECAO