

Includes 2012 ECAO Annual Report

The Ontario **ELECTRICAL** **CONTRACTOR**

ECAO
ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO

Volume 50 • Number 2 • Spring 2012 • www.ecao.org



The Power of Association
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Standards Development

The Voice of Ontario's ELECTRICAL CONTRACTING INDUSTRY

IPEX NEW PRODUCTS FROM IPEX ELECTRICAL SYSTEMS

Universal F Series Double Gang Boxes and Covers



Scepter® F Series double gang boxes, weather-proof covers and cover plates have been redesigned for universal compatibility with any industry standard

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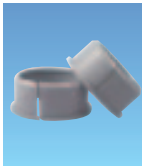
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New Adapters for our EPR Conduit Repair Kits allow contractors to repair a broken section of DB-II duct while leaving the cables

inside and restoring the duct to its original form. The pre-cut adapters easily open around existing cabling to make repairs quickly and effectively, reducing end-user downtime and complaints, and saving contractors time, labour and money.

The Perfect Expansion Fitting for Short Runs!



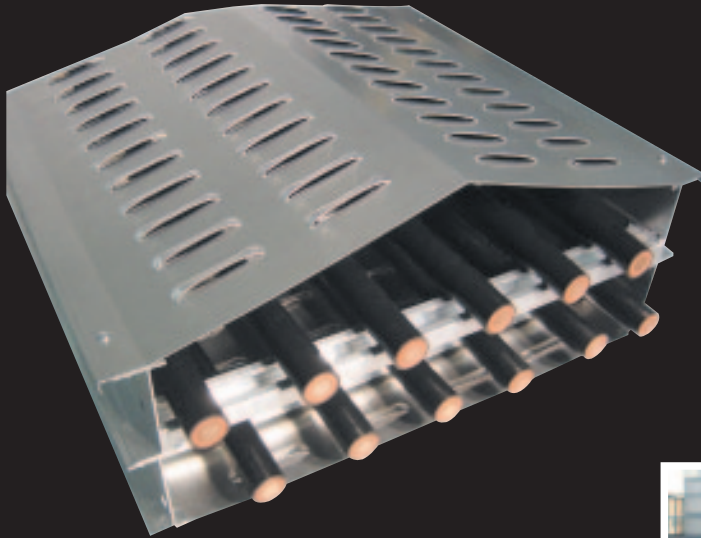
The One Piece Expansion Joint (OPEJ) is designed to accommodate thermal expansion and contraction on shorter

runs of PVC Conduit. The efficient design of the One Piece Expansion Joint provides fast trouble-free installation and will ensure the owner receives a secure and appealing installation that will last the life of the system.

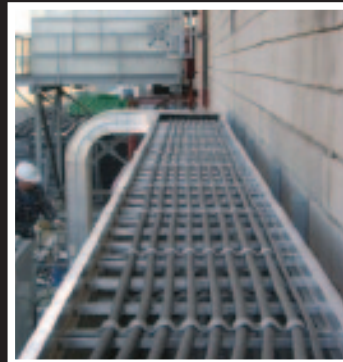
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Jack Dowding - Executive Chairman

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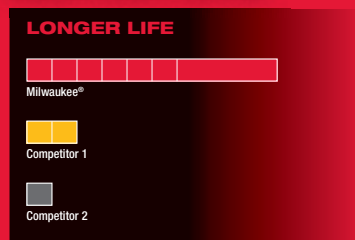
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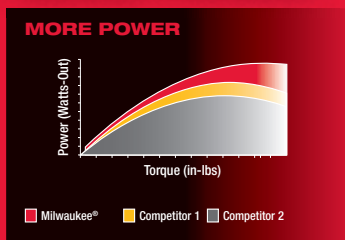
CHANGING THE GAME AGAIN.



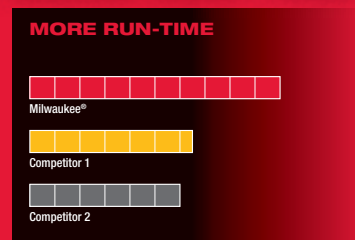
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The Ontario **ELECTRICAL CONTRACTOR**

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On The Cover: “Power of Association” illustration by Hadi Farahani
(see President’s Report page 8).

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that are relevant to the electrical contracting industry.*

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VISION

The Champion of Management Interests in the Electrical Contracting Industry in Ontario.

WHAT WE DO

- Positive contractor image
- Information on industry and business trends
- Training to advance member technical and business skills
- Sound labour relations
- Government liaison
- Co-operation for corporate/customer good



www.ecao.org

PRESIDENT'S REPORT



- by Jim Kellett

Power of Association:

The theme of this year's annual report is "Power of Association". During my years on the Board I have expanded my knowledge well beyond the scope of work my own company does and learned to value and appreciate the full range of skills and abilities our various contractors bring to our membership.

Nothing has given greater satisfaction than participating in the "Power of Association" in affecting the work of our industry and being able to shape the environment in which our members compete and operate. It is sometimes too easy to take for granted the impact and importance of things like standard practices, content and quality of training, health and safety issues, building codes and all the various governing legislation affecting our business. As individuals we have little, if any, impact on changing or controlling these areas. As a group forming an association of like-minded individuals and working with other related associations in our same industry our voices can not only be heard but will be listened to!

MISSION

To represent the management interests of the electrical contracting industry in labour, government and public relations.

PARTNERS

- Canadian Electrical Contractors Association (CECA) – www.ceca.org
- Joint Electrical Promotion Plan (JEPP)
- National Electrical Trade Council – www.ceca.org/netco
- Council of Ontario Construction Associations (COCA) – www.coca.on.ca
- Ontario Construction Users Council (OCUC) – www.ocuc.on.ca
- Construction Employers Coordinating Council of Ontario (CECCO) – www.cecco.org
- Ontario Construction Secretariat (OCS) – www.iciconstruction.com
- Ontario College of Trades (OCOT) – www.collegeoftrades.ca
- Electrical Contractor Registration Agency of the Electrical Safety Authority (ECRA of ESA) – www.esaeca.info
- Canadian Standards Association (CSA) – www.csa.ca
- Any other similar interest groups on an as necessary basis.

The Power of Association was demonstrated through the excellent work of your Electrical Contractors Association of Ontario during the last 12 months.

Despite a continuing but relatively slow economic recovery in the private sector, we still generated over 19 million hours of work... the second highest ever. 2011 was a good year overall as a result of continued spending by government, financial institutions and renewable energy developers. In spite of the regulatory wrangle over Toronto Hydro's rate application, utility work also grew at a record pace as the former PUCs began system expansion and reinforcement. I believe our success in 2011 was also due, in part, to the progress made by ECAO on clearing away real and artificial barriers so that we might legitimately compete for both new and expanded market share opportunities. Once evident, our members have always demonstrated their acute business acumen, and ultimate success, by responding and adapting to virtually all the business opportunities with which they may be presented.

For example, ECAO worked diligently to ensure the new market for photovoltaic work is recognized as a part of the electrical trade. While others dithered, ECAO drove the newly created national occupation analysis (NOA) for electricians doing solar installations developed by the National Electrical Trade Council into a CSA personnel certification which was launched this past December. This is the first program



in Canada to offer a real certification based on the tasks that qualified journeyperson construction electricians do in applying their skills to the installation and maintenance of solar photovoltaic (PV) systems and clearly allows us to differentiate our product from all others.

Getting work opportunities is hard enough in our industry, but getting paid in a timely fashion is becoming increasingly difficult. The Power of Association was brought to bear on this issue by working through the Canadian Electrical Contractors Association and in partnership with our national trade contractor colleagues at the National Trade Contractors Coalition of Canada (NTCCC). Together we developed a template for Prompt Payment Legislation which was shared with all other provinces and is now at the centre of a dialogue with the Ontario General Contractors Association (OGCA) where we are trying to build a “made in Ontario” consensus.

ECAO recommended and received several association representative appointments into the governance structure of the new Ontario College of Trades (OCOT). We now prepare for consideration of ratio review of the Construction and Maintenance Electrician, Domestic and Rural Electrician and Powerline Technician trades likely to occur in late 2012. ECAO will also advance our request through OCOT for compulsory certification of our Powerline Technician trade at our earliest opportunity. ECAO has established a broad-based coalition of stakeholders to move forward on this challenge. This diverse group is made up of trade associations, safety associations, unions, contractors (both union and non-union), and utilities. While many players may have competing interests at other times, in this committee they are unified in getting things done. Here again is the Power of Association at work.

The Power of Association also translates into Purchasing Power. In addition to the traditional bulk buying services, ECAO's member advantage catalogue contains two very important and valuable workplace safety services. The Quality Connection occupational health and safety program is available free to members. The only cost being your efforts in implementing the program and very reasonable audit fees, if you opt for that service. Second is TeksMed, our WSIB claims management service which provides all members with the claims management and return to work capabilities needed to control compensation costs and overhead. 2011 saw ECAO and TeksMed



enter into a 3-year group purchase agreement. As word spreads about this service, ECAO expects to build upon the 110 or so participating employers who are currently enrolled.

Not all things which happen in association land are positive, but how you react to those challenges had better be if you intend to be successful as an organization. One thing dear to my heart is labour relations and specifically labour relations affecting the Power Line Trade. A series of Labour Board cases involving line contractors specializing in substation construction has upset the status quo of inside/outside jurisdiction within the IBEW and may force some contractors to change their traditional business model. Recognizing this and other language issues which have grown over the past three agreements or so, the Electrical Trade Bargaining Agency (ETBA) and the IBEW have begun to explore very early talks this year in the hopes of clearing away the backlog of language issues well ahead of 2013 province-wide negotiations. More about this in Eryl Roberts' report later in this volume.

Strategic Plan:

We certainly owe a very large thank you to Past President John Raepple for the excellent work he did along with our ECA area directors and labour relations reps in putting together the new Strategic Plan for ECAO covering 2011 through 2016. This plan was presented and approved by the membership at our last Annual General Meeting held June 16 in Toronto.

With a vision to be “the Champion of Management interests in the electrical contracting industry in Ontario” and a mission to represent those management interests in labour, industry, government and public relations; we embark on our most ambitious planning period so far. We will do more and better research to give our members better tools to make decisions on Market Share, Green Construction, Safety and Productivity Improvements. We will do better at communicating this information to you on a timelier basis. We'll reorganize and revitalize our ECAs, address training, mobility and market share issues, take actions to make sure you get paid on a timelier basis and negotiate for your interests in a new Collective Bargaining Agreement. We will strive to make your membership in ECAO a most valued asset! Please take the time to look at the Strategic Plan details in the charts above and on the members' section of the ECAO website. This is the Power of Association in action!

PRESIDENT'S REPORT

- continued

Thanks:

It almost seems too much like 'boiler-plate' to offer thanks to our staff and committee members each year but the real truth is they are the engine that makes all this work! There can be no doubt that our small but incredibly talented team of full time staff continues to perform beyond expectations under the direction of our EVP, Eryl Roberts. We do sincerely thank them and want them to know just how very much they are appreciated even if we don't seem to say that enough.

Committee volunteers are our most valuable and valued resource. It

is these persons, taking time from their already busy business lives to advance the causes of electrical contractors for little more than a pat on the back and an infrequent 'thank you' that we should truly admire. Knowing their industry and adding that to the work of our association is what makes us effective. Volunteers must be highly respected and lovingly nurtured. They are the ones who start off bringing an interest but grow to offer an understanding of how to get things done! At ECAO we will always respect and honour those who truly give Power to Associations. Thank you.

2011-2012 COMMITTEES

During the 12 preceding months the ECAO has focused efforts to assist its members through a major economic slowdown. Projects, programs, lobby efforts, seminars and training initiatives have all been intended to help increase our skills, improve our abilities to compete, and broaden electrical involvements so we can expand the range of work we are qualified to do.

The board of directors thanks the staff team and member volunteer committees for their help in achieving its objectives. The committee structure and mandates are outlined in detail on our website at www.ecao.org along with the names and company affiliations of our volunteers. The ECAO committees currently include:

1. Standard Practices
2. Codes & Standards
3. Human Resources Development (including the WSIB subcommittee)
4. Member Services (including the Association Member Executive Council)
5. Public Relations & Communications (including the Douglas J.B. Wright Award Committee and the Editorial Advisory Board)
6. Labour Relations (Electrical Trade Bargaining Agency)
7. Power & Utility Sector

While not all committees deal with every issue, there is always significant crossover when moving any initiative through from concept to delivery.

MEMBER SUPPORT AND RECOGNITION

R. H. (Hugh) Carroll Safety Award Winners

- Advantage Electric Thunder Bay Ltd.
- Black & McDonald Limited
- C&M Electric
- Gemor Electric
- Vollmer Inc.

Scholarship Award Winners

- Matthew Huisman, Niagara Falls
- Maxwell Howard, Jordan Station



ECAO CONFERENCES



2012
WHISTLER
British Columbia



2013
NIAGARA-ON-THE-LAKE
Ontario



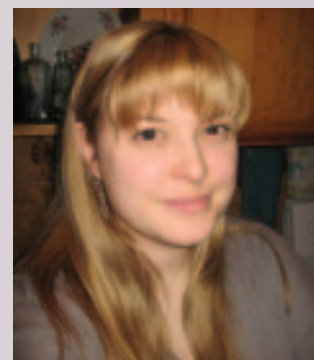
2014
ROME
Italy

STAFF CORNER

ECAO is pleased to announce the birth of a daughter, born January 31, 2012, to Lyndsy Miceli, Administrative Assistant and Conference Coordinator. Congratulations Lyndsy and Joe! In Lyndsy's absence, new staff member Megan Roberts will be acting on her behalf.



Lyndsy and Olivia



Megan Roberts

COMMUNICATIONS

Publications

- Electronic newsletters commenced January 2012
- Website was revamped for easier access to priority information - www.ecao.org
- Engaged in social media through Facebook, LinkedIn and Twitter
- *The Ontario Electrical Contractor* magazine is issued quarterly in hard copy and interactive web versions



Magazines



e-Newsletter

ASSOCIATE MEMBER EXECUTIVE COUNCIL

- Coordinated the production of the 2012 Calendar
- New council members welcomed – Steven Blay, Hilti (Canada) Corp., Mauro Di Tullio, Federated Insurance Co. of Canada and Lori Kieswetter, Ogilvy & Ogilvy



POLITICAL AFFAIRS

OCTOBER ELECTION

- ECAO met with all parties during the election campaign either directly or as part of the Council of Ontario Construction Associations executive.
- ECAO had the opportunity to meet directly with Tim Hudak



Photo by Kaleidoscope Photography

and Dalton McGuinty to familiarize them with our positions on issues such as solar FIT program, Ontario College of Trades and Ratios and Prompt Payment Legislation, all of which figured in the campaign to some extent.



Photo by Kaleidoscope Photography

GOVERNMENT RELATIONS

- Throughout the year ECAO maintains contact with Ministers, Staff, PAs and Opposition Critics in order to keep our issues on the political radar screen. In 2011-2012 these included the Ministry of Energy, the Ministry of Training, Colleges and Universities and the Ministry of Labour.



Photo by Kaleidoscope Photography

TRAINING



GENERAL

- Certified Fire Alarm Electrician Program is being further revised. New level III slated for Spring 2012
- Preparing to roll out the new Contractor Certification training for Solar PV
- Contractors Guide to WSIB workshops continue to be well attended
- ECAO hosted several well attended NECA workshops including Comprehensive Practices for Effective Electrical Project Management and Pre-Construction Planning



SKILLS CANADA – ONTARIO

- ECAO continues through JEPP to both financially support and participate in the annual Skills Canada Ontario apprenticeship competitions
- We competed in the electrical wiring competitions in addition to having a booth to promote Solar, Elementary Day and Career Education
- More information at www.skillsontario.com



ONTARIO COLLEGE OF TRADES

- ECAO placed two reps on the Construction and Maintenance Electrician Trade Board and one on the Power Lineman Trade Board. Trade Boards replace the former PACs
- Roster of Adjudicators are now selected. The formal processes of Ratio Reviews and consideration for compulsory trade certification can now commence
- ECAO has formed a working committee to formulate our presentation for ratio reviews
- Additional information is available at www.collegeoftrades.ca

JOINT ELECTRICAL PROMOTION PLAN (JEPP)

- Continues to implement the strategic plan and redirect its efforts towards training issues
- Changed the communications training trust fund into a general training fund aimed at specialty electrical training and emerging technologies
- The new fund achieved training delivery status for Network Cabling Specialist trade



NATIONAL ELECTRICAL TRADE COUNCIL (NETCO)

- Solar PV certification program officially launched by NETCO-CSA at CANSIA
- Fourth annual Training Conference will be held August 19, 2012, in conjunction with IBEW All Canada Progress Meeting in Halifax
- More details available at www.ceca.org/netco

TRAINING - *continued*

TeksMed

HEALTH/SAFETY/WSIB

- ECAO signed a new three-year contract with TeksMed for significantly lower rates and are now servicing 109 participating member companies. See www.teksmed.com
- ECAO and COCA submitted proposals to the Arthurs WSIB Funding Review Committee. The report is due out March 30, 2012. See www.coca.on.ca
- ECAO hosted a half-day seminar and discussion on Work Re-Integration Policy. WSIB's Work Re-Integration Program (WRP) is now in effect. Non-cooperation penalties are possible
- CAD7 and Work Re-Integration are not related programs - WRP is primarily focused on getting injured workers back to work as soon as possible
- Information on WSIB available at: www.wsib.on.ca

POWER/UTILITIES SECTOR

TRAINING

- Established pan-industry stakeholder committee to propose and achieve compulsory certification of the Power Line Technician Trade
- Implemented the ECAO Power Line Apprentice Tuition Trust Fund to promote training. Over \$100,000 in tuition reimbursed in the first year

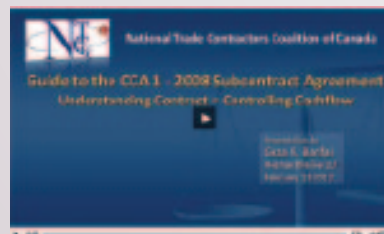
REGULATORY

- Following up on the OEB clarification "alternative bid" for utility work, ECAO is participating in the review of the regulations governing utilities. ECAO is promoting contracting out of utility capital construction as a means to improve efficiency



CANADIAN ELECTRICAL CONTRACTORS ASSOCIATION

- Hosted "NTCCC Guide to the CCA1-Subcontract" Seminar/Webinar in February 2012. Visit the Latest News section at www.ccca.org for free access
- Canadian Electrical Installation Standards (CEIS) nearing completion and available in both official languages by the end of 2012



LICENSING

ECRA OF ESA

- John Salmon was officially elected chair of the ECRA council in 2011.
- ECRA is reviewing its terms of reference, duties of Contractors and Masters as well as just cause for revocation, suspension or refusing to grant a license.

LABOUR RELATIONS

ELECTRICAL TRADE BARGAINING AGENCY

- Established a legal “member assistance” program and triage for dealing with grievances headed to the OLRB.
- Amended bylaw of the ETBA to limit membership eligibility and voting to those organizations whose members are bound to the Principal Agreement.
- Kicked off the process for renewing the Joint Proposal and renegotiating the Principal Agreement. Most work to be done in 2012.

A LOOK AHEAD

- by *Eryl Roberts, Executive Vice-President*



As you have read in other parts of this report, ECAO has a new vision as the “Champion” of management’s interests. The word champion has many meanings. In our case we mean defender or representative. Historically a well-armed individual or organization would be asked to champion or best represent the interests of others as they battled and competed on the jousting fields. Perhaps today the jousting fields have been replaced by Queen’s Park,

courts and tribunals, bargaining tables or other similar venues, but the need for skilled and qualified champions to represent the broader interest remains little changed.

ECAO counts on about 100 member firms who are always there working on behalf of the entire membership. Along with staff and counsel they form a very well skilled and knowledgeable force when it comes to representing management issues affecting electrical contractors in this Province. So it seems only logical that when they put the strategic plan together this concept of championship would come to the fore.

2011, as you have just read, was a successful year for both ECAO and its members but strategic plans are already in place to tackle even more issues in the years ahead...and that’s what I want to concentrate on here.

Collective Bargaining

It’s time to begin to bargain a new Principal Agreement. The Electrical Trade Bargaining Agency (ETBA) recognizes that there has been too little heed given to language negotiations under the No Strike/No Lockout protocol (Joint Proposal) in the last three bargaining rounds. Too much time and money has been spent by both sides “negotiating” at the Ontario Labour Relations Board through grievances, and not enough time spent in face-to-face dialogue about issues. In 2012 the ETBA will attempt to engage the IBEW in mid-term negotiations focused on modernizing and clarifying the Principal Agreement, including accommodating the various Labour Board decisions which have come down in the last few years. Not the least of our challenges

in that respect is the resolution of inside/outside jurisdictional disputes which have proved factional and damaging for both labour and management.

The dual objective is to deal with language issues now, clearing the decks for a straightforward renewal of the Joint Proposal at year end for the monetary side of things.

Ontario College of Trades (OCOT)

ECAO supports the recommendation of the Drummond Report whereby he urges the government to turn over complete responsibility for all aspects of apprenticeship to OCOT and not retain anything at the Ministry of Training Colleges and Universities. This change would allow for complete self-regulation by our industry for our industry.

While ECAO was not particularly happy with OCOT’s recent appointments to the Roster of Adjudicators and expressed those concerns to both the Appointments Council and administration, we continue to believe in and will support the overall efforts of OCOT giving greater direct voice to our industry in matters affecting our trades’ skills development.

Among the issues of concern to ECAO is the ratio review to be conducted by the Ontario College of Trades. The ratio review for electrical trades takes place in late 2012. This will be the first opportunity for an industry-driven consideration of the apprenticeship ratio that is appropriate for each trade given its specific circumstances. We are working to achieve a consensus with the IBEW and other industry players about how to get to the right answer. Profits from front end loaded apprenticeship grants and the determination by some to lower labour costs through ratio manipulation are unspoken agendas complicating our efforts in this regard. The electrical review will be a stern test of the OCOT’s ability to stick to the criteria, ignore the politics and be mindful of hidden agendas.

Also very high on the ECAO/OCOT agenda is an application to the College of Trades for compulsory status for the trade of Power Line Technician. ECAO has already determined to lead the industry coalition to achieve this objective. We have already struck and held meetings with a representative committee of stakeholders to both

EXECUTIVE VICE-PRESIDENT'S REPORT

- continued

consider our position and make representation to OCOT on compulsory certification.

Prompt Payment and Tendering Practices

The new stand-alone Standard Practices Committee formed by the Strategic Plan is championing the case for prompt payment legislation. We are working with the OGCA and a group of Ontario trade contractor associations to develop a consensus draft based on the template originally developed by the National Trade Contractors Coalition of Canada. Since September 2011, we have been through many iterations of the document, and with each revision it becomes more inclusive. The objective is to achieve industry consensus and move forward before the Legislature breaks for the summer. This is a very ambitious schedule, but there is a sense of determination around this project that motivates everyone to succeed.

Another forward looking item on the Standard Practices agenda is tendering. ECAO went ahead and became a major sponsor of "Procurement Day" conceived and promoted by OGCA. As of the writing of this report the event is yet to take place, but ECAO will be represented by 7-10 members putting forward the ECAO positions on the current bidding process.

Codes and Standards – Solar PV

The Codes and Standards Committee is championing our 'what we think is right' position on defining solar rules for solar photovoltaic work. We got an early leg up in this emerging market by realizing the need for effective installation standards to promote both worker safety and consumer protection. In 2012 ECAO is rolling out its contractor solar certification program. By the time this report is published in mid-year we hope to have trained and certified all key on-site personnel of ECAO contractors performing solar PV installations.

Electrical Utility Sector

In 2012 the Ontario Energy Board will re-write the policy framework for setting rates charged by electrical utilities. ECAO is the only stakeholder advocating the need to actually verify costs by comparing costs to market value. The primary mechanism for this is contracting out and tendering for both capital construction and operational support. Ontario Energy Board recognizes that contracting out will improve efficiencies and our challenge is to get them to include incentives in the rate setting formula that rewards those utilities which use contractor services.

In return we expect more opportunities for our members to bid and perform this work. We are confident enough in these efforts that we are beefing up the related training fund so that we will have the funds available to ensure we can train even more tradespersons to be able to perform an ever increasing amount of this work in the future.

ECA Consolidation

We remain firm in our commitment to restructuring and revitalizing our ECA network by merging some areas together while continuing to ensure effective regional representation. Fewer but stronger ECAs allow for improved efficiencies, more focused business planning and better representation.

Unfortunately, the impetus has been stalled due to the protracted OLRB case caused when IBEW ordered the merger of Local Unions 353, 1739 and 894. We are hopeful that the matter will be resolved in 2012 and have retained counsel to help redraft the ECAO and the ETBA bylaws to conform to the eventual decision. What we learn in implementing the decision, whatever it may be, will become a template in advancing this objective in other areas.

Conclusion and Thanks

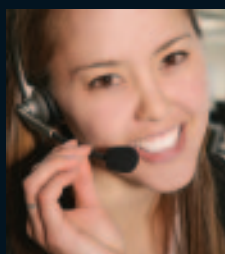
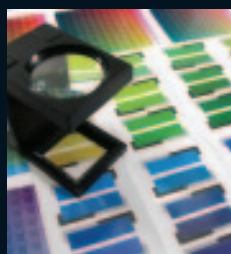
ECAO is able to be an effective champion because we work hard at attracting volunteer participation from amongst our very capable membership, arm them with the resources to get the job done and take on meaningful objectives, positively and with integrity. We never ask them to tilt at windmills. The 100 are easy to recognize. You will find them on our ECAO committee lists on the website, representing you on ESA committees and on OCOT, as well as serving on local boards and apprenticeship committees. I ask you to thank them when you see them at ECA functions, but this year why don't you also consider joining them?

We will continue these efforts to guarantee we will have not only an effective succession planning scheme but an Association filled with dedicated members who are prepared to champion the industry's causes and wield the Power of Association along with their fellow members!



Illustration by Hadi Farahani

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“Succession”

By John Geddes, CMC, FBA

is Not a Four-Letter Word

An article in *Time* Magazine’s March 12 issue highlighted “10 Ideas That Are Changing Your Life”. One was called “Niche Aging” and principally focused on niche communities where choosy Baby Boomers can grow old alongside other Boomers who share a specific interest. We have had adult golf communities for years, but now they are adding country music themed developments and communities catering to different ethnic groups. One developer is building communities in university towns, because the Boomers want to keep learning and taking courses. These communities are being driven, in part, because boomers are staying healthier and active longer and want and need things to do. And they have the money to do it as they control 70 per cent of the wealth in North America.

What does all of this mean for business owners who are putting off Succession Planning because they think it is the beginning of the end (and the start of watching-the-world-go-by in their rockers)?

Until recently, the owners who sold their business could not envision much of a life for themselves, as they had been consumed by the business. Indeed, they had identified themselves by what they did, rather than who they were. We are now seeing that, even with the example above, once the business is sold the owner can (in most cases) begin to enjoy the last quarter of their lives, possibly doing what they always wanted to do, but for which he or she did not previously have the time or money.

If the developers are seeing the opportunity of developing specific communities for active Boomers, it would be smart for many business

owners to get on the bandwagon and begin to think about taking the next steps towards the successful exit of their business so they can enjoy their wealth and health in new and different ways.

I believe that a significant mind-set shift, or paradigm shift, is required for most business owners. Yes, having control, making all of the decisions is great; however, there are a number of key decisions that have to be made as an owner prepares their business for sale and there is no time like the present to start asking and answering these questions.

The process can certainly be difficult and full of conflict. We often hear owners say “Where do we start this process of succession planning?” There are, however, some good methodologies that can help develop a road map for the creation of a solid blueprint for succession, which can make the process more palatable to business owners.

As you read this article and begin to reflect on the potential ahead – rather than leaving the past behind – you should start to see that it is a good practice to start and finish the succession plan, as it allows you time to achieve your potential in some new and different areas.

Here is one closing thought: There are over 7.4 million Baby Boomers in Canada today. Those that will need to sell their business to release their wealth should start planning today, as there are going to be lots of businesses for sale but fewer and fewer buyers as the population ages. The businesses that will stand out and will sell for the highest price will be those where there is a good plan in place. There is no time like the present!

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Injury Prevention Tips

– HIGH-VISIBILITY CLOTHING

The construction regulation (O. Reg. 213/91) requires that any worker who may be endangered by vehicular traffic on a project must wear a garment that provides a high level of visibility.

There are two distinct features to high-visibility clothing.

Background Material

This is the fabric from which the garment is made. It must be fluorescent orange or bright orange in colour and afford increased daytime visibility to the wearer. Fluorescent orange provides a higher level of daytime visibility and is recommended.

Retroreflective Stripes or Bands

The stripes or bands must be fluorescent and

retroreflective and be arranged on the garment with two vertical stripes down the front and forming an X on the back. The stripes must be yellow and 50 mm wide. Retroreflective stripes are to afford the worker both lowlight and night-time visibility. For night-time work, additional stripes or bands are required on the arms and legs. One way to meet this requirement is to dress workers in fluorescent orange coveralls with retroreflective bands or stripes attached.

Risk Assessment

Before selecting high-visibility garments, assess the risks to be controlled. Workers



who require greater visibility, such as roadway construction workers, should wear clothing that is highly conspicuous under the conditions expected. For further recommendations on high-visibility clothing, consult CSA's standard Z96-02.

This excerpt is taken from Chapter 17 – High-Visibility Clothing – of the Construction Health and Safety Manual produced by the Infrastructure Health and Safety Association (IHSA), the full text of which is available on the Resource Downloads section of the IHSA website at www.ihsa.ca.

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Toolbox Talks

001: FIVE TOP DANGERS

Introduction

OSHA accumulates statistics and releases a report each year. This report shows accidents and injuries ranked by type and ranked by cause. So you may have heard a safety talk based on that report.

This safety talk isn't about specific kinds of accidents or injuries. Instead, it's about five dangers that lead to those kinds of accidents. You'll notice the items being discussed address your general approach to work, not specifically how you use a ladder or when to test a GFCI.

Many people think that addressing physical hazards on the site should be the goal of a good safety program. But most injuries occur as a result of unsafe acts, and those acts occur as a result of dangerous attitudes and practices.

Five dangers people don't think about

1. Failing to verify. Following lockout/tagout procedures does not automatically ensure a circuit is de-energized. Always verify with a meter.
2. Lack of alertness. It takes only a second of inattention to result in disaster.
3. Rushing. When you get in a hurry, you make mistakes. These can include anything from not properly securing a ladder to using a tool in a dangerous way.
4. Failing to communicate. Communication is a two-way street. You need to listen carefully to your foreman when he or she is going over the job and the safety

requirements. Your foreman also needs to listen to you. Ask questions and get answers. Do not guess.

5. Failing to follow safety instructions. Product labels, MSDS, posted signs, checklists, and work procedures all contain safety instructions. Many reported injuries would not have happened if people had read, understood, and followed the instructions in these sources of information.

Demonstration

Arguably the most preventable OSHA event is shock on a circuit that is assumed to be de-energized. Using your props, have at least one crew member demonstrate verifying the circuit is de-energized. Discuss with the crew what to check and why. Also briefly discuss using the correct test equipment and PPE for the voltage of that equipment.

Review and discussion

1. What are some dangers to look out for in your general approach to work?
2. Construction work tends to start early. In their rush to get to work, some people skip breakfast. But this practice leads to attention gaps and low energy because the brain doesn't have the fuel it needs. What are some things you can do to avoid such a situation? How can you prevent being pressed for time in the morning?
3. What are some other factors that affect your alertness? What about things off the job as well as on?

4. Suppose you are running behind schedule. You start to think that if you push harder, you can probably make it. There's absolutely nothing wrong with working hard. In fact, the company encourages hard work. What is the difference between working hard and working fast?
5. Suppose your foreman gives you job instructions that are different from the way you just did a similar job. But also, the PPE requirements are different. How should you respond to your foreman?
6. If you bring up a safety concern to your foreman and aren't satisfied with the answer, what should you do?
7. What are some communication frustrations you have on this job?
8. You've been given a solvent you have never seen before. What should you do?
9. What are some sources of safety information on this job?
10. If a work procedure is wrong or can be improved on, what should you do?

This Toolbox Talks article is reprinted with permission from Toolbox Talks 2 - 100 Safety Training Talks for Electrical Construction Work, 2007, National Electrical Contractors Association (US). The complete set is available in Canada through the Canadian Electrical Contractors Association (CECA). Visit the CECA website at www.ceca.org to place your order or call 1-800-387-3226.

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Innovation

Our extensive R&D department constantly review product design and performance to ensure compliance with the ever changing cable constructions and industry standards. This process has enabled CMP Products to boast many industry 'firsts' for product features and approvals. Examples of these "firsts" are deluge proof cable glands, Bi-Code approvals and our revolutionary 'CDS' Flame proof sealing system.



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CMP PRODUCTS

How to Protect your Personal Information on the Web

We've all heard horror stories about online fraud and identity theft. Here are some ways to avoid becoming a victim.

1. Be discreet

Only provide personal information to correspondents whose identity you know and even then, provide only publicly available information.

2. Protect your passwords

Change your passwords frequently. Never share them with others

3. Don't be afraid of rejection

Whenever possible reject cookies from websites.

4. Follow the laws of the jungle

Only visit websites that are subject to laws governing the protection of personal information.



5. Read the rules

Always read website policies and request explanations, as needed.

6. Disguise yourself online

Create different online accounts that you can delete as necessary.

7. Ensure secure payment

Make sure that you are using a secure connection when making online purchases or performing online banking transactions.

8. Go offline

Read your email offline and in text format, whenever possible.

9. Erase information

When forwarding email, take the time to remove the names of previous recipients before resending.

10. Click carefully

Never reply to junk mail (spam). If you receive such a message from a reputable business, click on the opt-out link. Never open email attachments unless you're certain of the sender.

11. Follow the code

Encrypt your confidential messages and use a pseudonym for your various online activities, for example, when participating in online forums.

12. There are no free rides

Be wary of websites that offer you free merchandise in exchange for your personal information or a list of contacts.

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CFAE Corner



ATTENTION CFAES AND RFACS

The Ontario Fire Marshal (OFM) has decided to re-certify both the Certified Fire Alarm Electrician (CFAE) and Canadian Fire Alarm Association (CFAA) Fire Alarm Programs. The main reasons given for this re-certification were the amount of time passed since the previous certification and that recently the OFM has run into numerous instances where people with expired credentials are continuing to present these expired credentials to customers and local building authorities as proof of competency when performing fire alarm work.

Under the OFM's current timetable, the CFAE re-certification is scheduled to take place in the fall of 2012. If your CFAE credentials are expired or about to expire or you are a Registered Fire Alarm Contractor (RFAC) who has CFAEs in his employ, we strongly advise you to get in touch with ECAO and find out your update options now. At this time, we do not know how the OFM is going to deal with CFAEs who have expired credentials in the re-certification process.

Our new "online update program" is just about ready to go and should be available very shortly. Please contact Susan Boorman at sboorman@ecao.org for more information.

In conjunction with this re-certification, the CFAE Program is going to increase its branding efforts to make public and private property management and local building authorities more aware of our program and its capabilities.

CFAE Corner

A CAN/ULC S-500 SERIES UPDATE

As we all know, ULC Laboratories is always in a constant state of flux, particularly with respect to the ongoing editing and development of the CAN/ULC-S500 series standards. There has been much discussion and debate over some of the anticipated first editions of certain standards and to what extent their impact will be. The goal of this article is to try and clear up some of the misapprehension regarding these

standards and to update the readers on some of the new key developments on the newest editions of existing standards.

The current fifth edition of CAN/ULC-S524-06 Installation of Fire Alarm Systems has been amended with 17 additional pages of new material. The newly revised and updated sixth edition of CAN/ULC-

S-524 has been submitted to the ULC Standards Review Committee for approval. The fifth editions of both the CAN/ULC-S536 Inspection and Testing of Fire Alarm Systems, and the CAN/ULC-S537 Verification of Fire Alarm Systems have also been revised and updated and are currently being reviewed by the ULC Standards Review Committee for final approval. All of the aforementioned standards'

release dates are pending, but the goal is to try to release updated versions of the standards in five to six year cycles.

If approved, S524, S536 and S537 will introduce many new changes particularly in the installation phase of a fire alarm system. Many more demands such as proving out ancillary functions, the introduction of power and audio buss fault isolators will be required but to name a few.

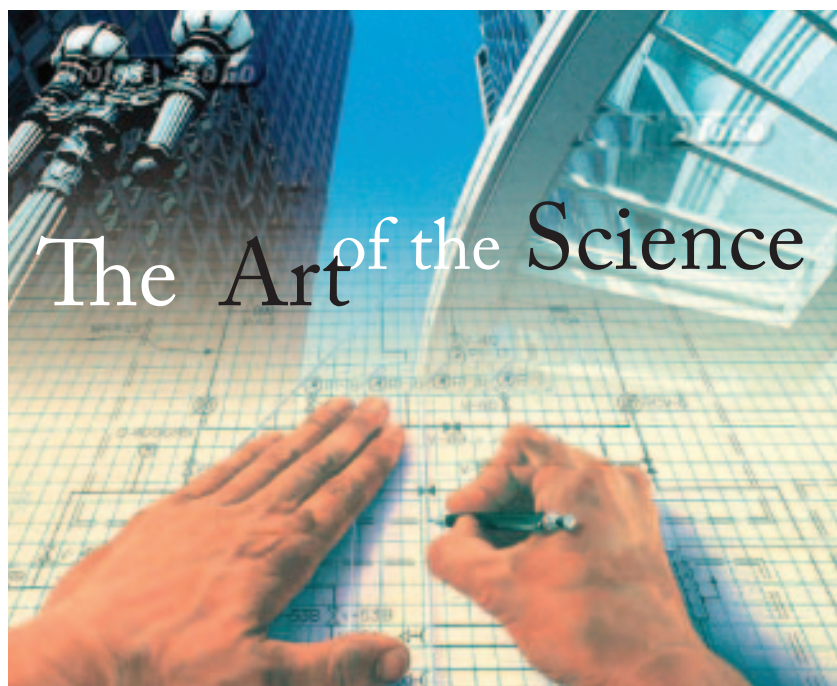
A new standard, CAN/ULC-S1001-11 Integrated Systems Testing of Fire Protection and Life Safety Systems has been developed and released to address the ever changing nature of a building's integrated systems technologies and their interaction with life safety systems. Its objective is to address the integrated aspect of a building's life safety and automated systems and to ensure that they function as per their design both seamlessly and harmoniously.

Two new proposed standards are currently in the development stage, CAN/ULC-S573 Installation of Ancillary Devices and CAN/ULC-S576 Mass Notification Systems. S573 is the result of the explosion of both the advancement of technology and the level to which it is being employed and interfaced with the various building's systems (i.e. BAS, HVAC) and fire alarm systems. This standard will outline the relationship between the fire alarm and building systems, and the role that they will play in fire alarm emergencies,

S576 is a highly anticipated standard that has been the subject of much discussion. Mass Notification Systems provide information in real-time utilizing different communication methods and formats to all building occupants in the immediate vicinity of a

building during emergencies, including fire alarm conditions. Since its inception, the release of NFPA 72 National Fire Alarm and Signaling Code Handbook in the United States has mandated the implementation of these systems, the result of which was sweeping changes with respect to

the role of a fire alarm system. Based on what has happened to our good friends south of the border, it would make perfect sense that S576 would be quite similar in its scope and that many of the changes put into action in the U.S.A. would be reflected in Canada.



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Security for Portable and Desktop Computers

More than 600,000 laptop thefts occur each year totaling an estimated \$720 million in losses

The chances of a laptop being stolen this year are 1 in 10. Computer systems, especially laptops, are prime targets for theft because of their small size and portability. Almost all businesses depend on computers to some extent and the business interruption due to a stolen computer is at the very least inconvenient and can be significant. Even if a stolen computer is immediately replaced, it may be difficult to restore the data if adequate precautions have not been taken. As

well, the data may contain personal or confidential information that could be used for fraudulent purposes.

To reduce the risk of theft, it is highly recommended that businesses implement and enforce a strict computer policy with specific attention given to laptops. It is common for computers to be stolen without signs of forced entry or during regular business hours. Computer security is simple common sense.

Treating a laptop as if it is cash is a good way to think about it - you wouldn't leave a pile of cash on your car seat nor should you leave your laptop unattended. By following a few simple rules you can greatly improve your computer security.

Laptop computers

- Keep a record of your laptop details such as the make, model, and serial number of the computer.
- At the office or business, secure the laptop with a steel cable lock.
- Do not leave the computer on a desk or otherwise visible after hours.
- To carry the laptop, use an ordinary-looking bag, such as a briefcase.
- Never leave a laptop in the passenger compartment of an unattended vehicle. The trunk is better and the laptop can be secured with a cable lock to a permanent part of the vehicle for additional protection.
- Keep the laptop near you at all times. Do not leave it visible in your hotel or in an unattended meeting room.
- When traveling, never check a laptop as luggage. It may be stolen or seriously damaged by rough handling.

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- At off-site meetings, make sure that all laptops are protected during breaks and the room is locked when unattended.

Smart phones

Smart phones can have access to private work information or contact lists as well as personal information on contacts that could be used in fraud.

- Treat the phone like a laptop.
- Password protect it.

Desktop computers

Desktop computers should be secured with one or several of the following devices:

- Steel cable locks - secured to hard-to-move objects such as desks and cabinets.
- Disk drive locks/cover locks - an insert secured with a key that prevents unauthorized use of a disk drive.
- Enclosures - the computer is locked into the enclosure that is secured to a desk or cabinet.
- Lockdown plates - to secure a computer to a desktop.
- Alarm systems - motion alarms attached directly to a computer.

Server computers

This new and very important class of computers is the result of the huge development of computer networks that are considered mission critical systems. Unfortunately, the physical security is usually neglected or improperly implemented. Serious attention should be given to the physical security requirements of the server room.

Data backups

Data should be backed up on a regular basis on all your computers. A copy of the backup should be kept off-premises. This may be the only way to restore your data in the event your computer is stolen.

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Coordinator and our Loss Prevention Team are available to assist you in reviewing your specific situation and providing recommendations to protect your computer hardware. Working together to reduce your loss exposures, ultimately impacts your bottom line!

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Quarterly Financial Statistics

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	4th quarter 2010	1st quarter 2011	2nd quarter 2011	3rd quarter 2011	4th quarter 2011
Selected financial ratios					
Profit margin (%)	5.1	3.9	4.0	4.6	4.2
Return on equity (%)	18.7	15.0	16.0	16.7	15.4
Debt to equity (ratio)	1.397	1.437	1.521	1.503	1.444
Return on capital employed (%)	8.5	7.3	7.6	7.6	7.1

Source: Statistics Canada – Quarterly Financial Statistics for Enterprises – Construction – Table 8-2.

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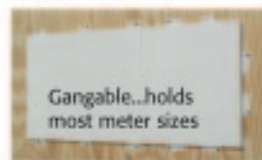
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The Deadly Impact of Counterfeit Products

By Daniel Langlois, B.Sc., CET

Caveat emptor: buyer beware! That designer watch or handbag might not hurt you, but buy that discounted holiday light string or off-brand electrical equipment and you may live to regret it. Or worse yet, you may not.

Forget the notion of counterfeit products being cheaply made versions of designer bags, watches and sunglasses. Today's counterfeiters know that the real money is in infiltrating the global supply chain with component products integral to manufacturers and end users, products most people wouldn't even consider to be attractive to counterfeiters.

From electrical power bars to holiday lights, circuit breakers to light bulbs, if it can be purchased legally at the manufacturer's suggested retail price, it can be counterfeited and sold to unsuspecting consumers at a fraction of the cost. Not surprisingly, that reduced price can come at the expense of important safety components.

Compounding the problem, counterfeiters even copy the proprietary certification marks of testing and certification organizations like CSA Group to give their products a greater appearance of legitimacy. Fooled consumers believe they are buying legitimate products with authentic certification marks, leading them to believe the items have been tested to the requirements of applicable safety standards.

To help combat this, CSA Group works with international peer organizations, law firms, manufacturers, governments and law enforcement around the globe to combat product counterfeiting and intellectual property crimes. CSA Group is a founding member of the Canadian Anti-Counterfeiting Network (CACN) and a member of a number of like-minded organizations.

Dangerous and Deadly

The consequences of product counterfeiting can be both dangerous and deadly. Counterfeit circuit breakers were found in use in the industrial electrical panel at one hospital. The circuit breakers were completely incapable of handling the required load.

CSA Group is currently investigating suspicious aftermarket electrical components that were recently found at a national hardware retailer in Canada, and recently worked with the Royal Canadian Mounted Police (RCMP) investigating the seizure of counterfeit prescription pill bottles.

In the fall of 2011, CSA Group was anonymously notified that electric seasonal holiday decorations destined for a major retail chain in Ontario, Canada, were missing proper certification marks and were potentially counterfeit. CSA worked with law enforcement officials and the importer to have the container quarantined until the items could be inspected. Subsequent investigations proved the suspicions to be correct: the products bore counterfeit CSA registered trademarks, cautionary labeling and packaging. In the end, the products did not reach the consumer and were the subject of a CSA Safety Alert – at www.csagroup.org/product_recalls/

CSA also took an active lead in a Quebec investigation that resulted in the deliberate destruction of a large number of counterfeit electrical and conduit boxes bearing the CSA certification mark.

Protecting the Supply Chain

Many North American manufacturers have exported the production and assembly of their products to different parts of the world to maximize profits. Consequently, they

grapple with long, complex supply chains which can often be difficult to audit. The products themselves are also becoming more complicated as manufacturers combine components and services from multiple suppliers and multiple jurisdictions. As a result, products as a whole and their individual components are at risk of having counterfeiters breach the integrity of the supply chain.

Protecting supply chain integrity is of the utmost importance for manufacturers whose reputations are at stake. To effectively safeguard against counterfeiting, there are several steps that manufacturers can take at each point in their production process.

To combat the proliferation of counterfeit products, members of the supply chain must collaborate to institute a better component tracking system. A rigorous internal quality standard based on an inspection program of all incoming parts can help to keep the supply chain clean.

It is important to document dates, lot codes, and photograph all products to maximize traceability if a product is found to be counterfeit or sub-standard.

Manufacturers should also perform due diligence when working with new component suppliers.

Establishing a system of checks and balances throughout the supply chain can help manufacturers detect counterfeit components. Frequent and random testing and retesting of product samples will aid in exposing counterfeit components. In addition, internal quality assurance inspectors should be encouraged to act as whistle-blowers if they spot something suspicious.

Providing Localized Services

As manufacturing continues to grow abroad, many certification and product evaluation organizations, including CSA Group, are establishing laboratories around the world to provide localized services. This global network approach shortens testing and certification times since products don't have to be verified in North America. It also helps to identify potential problems sooner, enabling certified products to be introduced to the market in a timely manner—a crucial consideration for manufacturers trying to get ahead of the competition.

The trend towards outsourcing manufacturing by Western industries to Asia has enabled counterfeiters in those countries to quickly learn and easily copy designs and advanced production techniques. Foreign regulators and enforcement agencies have often been overwhelmed in enforcing intellectual property statutes while corruption at the law enforcement level can be a problem in various regions.

Consumers, retailers and manufacturers need to be concerned with counterfeit items that enter the market, and also be aware of the widespread use of counterfeit certification marks. Counterfeiters know that in order to pass their products off as legitimate goods a certification mark is necessary to gain market entry.

Counterfeit marks undermine the entire global system of standards, testing and certification that have been put in place to protect the interest of retailers, regulators, product manufacturers and, most importantly, consumers. They also present a real danger to the public as counterfeiters often use substandard materials or bypass safety features in order to make a profit. If left unchecked, counterfeit certification marks can enable unsafe or deficient products to gain widespread access to the North American market—a direct safety risk to consumers.

“Counterfeiters can no longer be dismissed as con artists, or isolated street peddlers trying to earn a few dollars,” said RJ Falconi, executive vice president, general counsel and corporate secretary of CSA Group. “They are criminals, as surely as those who would steal your identity because they are stealing the identities and valuable brand names of

responsible manufacturers, as well as the CSA certification mark.

“At CSA, we have a zero tolerance policy when it comes to the unauthorized use of our mark, which is ultimately our most valuable asset. If we find it on products that have not earned it, we will confiscate it and we will destroy it. It is that important to us.”

Covert Security Features

Many legitimate certification marks use covert security features to help prevent unauthorized duplication. But raising awareness about the risk of counterfeit products and educating consumers about the processes needed to identify legitimate certification marks is also critical.

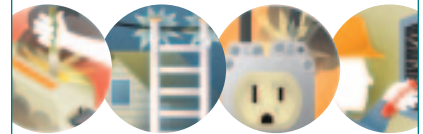
Globally, manufacturers, retailers, law enforcement and regulators must work cooperatively to ensure messages are delivered and consumers are protected.

The underground nature of product counterfeiting means we will likely never understand the true economic impact of counterfeiting on the economy. Investigative agencies including the U.S. Department of Homeland Security, the Federal Bureau of Investigation (FBI) and international police services such as INTERPOL estimate the impact to be hundreds of billions of dollars annually. In 2011 alone, U.S. Customs seized more than \$10 million worth of electrical products illegally bearing the CSA certification mark.

In addition, there are costs to the economy, including the loss of sales revenue, taxes and jobs due to declining sales of legitimate products. Counterfeit products also compromise brand integrity and consumer confidence, and increase the risk of legal action and unfavorable publicity to stakeholders.

At a 2008 summit at INTERPOL headquarters in Lyon, France, 11 of the world's leading certification peer organizations joined together to form the Certification Industry Anti-Counterfeiting Coalition. The summit served as the cornerstone to launch Operation Overshock, an ongoing global operation that is targeting products bearing counterfeit certification marks. The operation involved international police and customs agencies in partnership with certification bodies from around the world.

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Valuable Brand Assets

Proprietary, trademarked certification marks are among the most valuable brand assets of CSA Group and other testing laboratories.

Every day, buyers, contractors, distributors and others make important decisions about which products they will use. While factors such as new technology, a manufacturer's name and reputation, and technical support can play important roles in the selection process, the presence of a certification mark from a qualified laboratory can be a key prerequisite of product acceptance.

In recent years, the production of counterfeit products has been linked to organized crime and terrorist groups by INTERPOL, the U.S. Department of Homeland Security and Chamber of Commerce, the FBI, RCMP and other stakeholders around the world.

As such, they provide credible evidence that the products bearing them comply with applicable standards for safety and performance.

Certification marks, such as the CSA certification mark, the CSA Blue Star, or those from other reputable and accredited testing agencies, are found on a wide range of products, including commercial electrical and gas equipment, plumbing products, water purification units, heating and ventilating equipment and lighting products.

The marks appear on products and may be included on product packaging. The marks demonstrate that a product has undergone independent, third-party testing and certification, performed by an accredited/recognized testing and certification organization. Display of certification marks is not at the discretion of the product manufacturer. These marks may only be used on qualified products under license from the laboratory that tested the product and confirmed that it conforms to applicable national, international or other standards for safety and/or performance.

New Laws on the Books

In the fall of 2011, the Government of Canada enacted the Canada Consumer Product Safety Act of 2011 (CCPSA). The catalyst for the introduction of the CCPSA was the recognition that Canada had fallen behind peer nations in having the necessary tools to combat product

counterfeiting and intellectual property crimes and that needed to be rectified.

The CCPSA adopts modern tools and techniques that strengthen protection and bring Canada's consumer product safety system into line with key trading partners globally.

The new law applies to a wide variety of consumer products including household products, sporting goods and children's toys, but excludes products like motor vehicles and their integral parts, food, drugs (including natural health products) and animals as these are regulated by other Canadian laws.

"We are delighted that this act is giving Canada some of the strongest consumer product safety legislation in the world," said Suzanne Kiraly, executive vice-president, Global Business Strategy & Government Relations for CSA Group. "CSA Group has been an active partner in raising awareness of unsafe, uncertified and counterfeit products in the Canadian and global marketplace." Both domestically and internationally, CSA Group actively attempts to stem the flow of counterfeit products.

In September 2011, CSA Group investigators attended INTERPOL's International IP Crime Conference in Spain. The three-day conference brought together more than 500 IP crime law specialists, investigators and prosecutors from 52 countries representing both the public and private sectors. The event was co-hosted by INTERPOL and Europol, in partnership with Underwriters Laboratories.

Key items on the conference agenda included the nature and extent of transnational organized intellectual property crime, extending integrated enforcement strategies on a global level, enhancing public-private partnerships, as well as training and capacity building.

CSA Group employs a team of subject matter experts who are dedicated to helping to ensure only products authorized to do so bear the CSA certification mark. Terry Hunter, Manager of Anti-Counterfeiting and Global IP Enforcement, and Kathy Molnar, Intellectual Property Enforcement Investigations, regularly field calls from concerned consumers, retailers, manufacturers and importers who are on the lookout for suspicious products.

Not sure if a product is legitimate or not? CSA Group offers some tips to allow you to protect yourself and your family against potentially unsafe counterfeit products:

Significantly lower pricing: if it seems too good to be true, it probably is. Compare pricing of similar products, as well as warranty and certification marks.

Cheap production: check and compare the "look and feel" of goods. Fakes are often light and too flimsy.

Look for the mark: a system of standards has been put in place to test and certify products. Avoid electrical, mechanical, plumbing, gas or other standardized products if a certification mark from a recognized certification organization is missing. Take it upon yourself to ensure that you purchase a certified product, every time.

Poor spelling: look for misspellings and unclear printing on packaging, products, labels, or instructions.

Inferior packaging: packaging of counterfeit goods often has poor design or shows only partial illustrations.

Missing items: check for a discrepancy between the contents of the package and the item's description on the outside of the package, as well as for missing product information.

Know your retailer: if in doubt, buy only from reputable, well-known stores.

Give with a conscience: before wrapping a gift for your special someone, make sure it displays any applicable certification marks. Also check for hazards such as loose parts or poor construction.

Daniel Langlois is the senior manager of the Global Mark Integrity Team at CSA Group, based in Toronto, Canada, and is the secretary to the Board of Directors for the International Association of Electrical Inspectors – Canada.

This article was originally published in the IAEI News, March-April 2012.

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“With advancements in the battery, electronics and motor, the new M18 FUEL™ products represent game-changing innovation for our entire lithium ecosystem that will provide unprecedented improvements in productivity for the user,” says Steven Richman, president of Milwaukee Tool. “M18 FUEL™ begins with the best components, and maximizes their performance using world-class engineering and job-site testing.”

The new POWERSTATE™ brushless motor works harder and lives longer than all leading competitors, while reducing noise and cooling more rapidly to deliver years of maintenance-free performance. Milwaukee POWERSTATE™ brushless motors convert energy into power and torque more efficiently resulting in superior application performance.

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Available in the Spring of 2012, Milwaukee will launch the M18 FUEL™ system with the introduction of a new line of drills that offer breakthrough performance in a smaller and lighter size than all of its leading competitors. More information on the new M18™ FUEL™ Drill/Driver and M18 FUEL™ Hammer Drill/Driver will be released in January 2012. For more information on M18 FUEL™ in general, please visit www.milwaukeetool.com/fuel.



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Extech borescopes can now be used for remote inspections, live web-based training, product or service webinars, and more. The BRD10 is compatible with all popular web-based video calling services like Skype, Cisco WebEx, Microsoft Office Live Meeting, as well as video-streaming services like DaCast, TwitchTV, VOKLE, TinyChat, and UStream.

The BRD10 transforms Extech's line of wireless video borescope inspection cameras into powerful communication and education tools. PC video recording and web connectivity are ideal for inspections and training in multi-site manufacturing plants, virtual technical training, continuing education programs, HVAC and refrigeration, electrical, automotive, energy auditing, pest control, virtual/online universities, and more. With the boundless connectivity offered by the new BRD10 video receiver, Extech video borescopes now truly offer a limitless number of uses.

The compact USB receiver weighs less than an ounce (21g, 0.7 oz) and is about the size of a USB memory stick. BRD10 software allows users to control video parameters like brightness, contrast, hue, saturation, frame rate, and output size (megapixels), and is compatible with Windows® XP, Vista and 7.

The BRD10 is available from authorized Extech distributors around the world. To learn more, or to find a distributor, please visit www.extech.com/instruments.

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E-100	1/2"	.706	5.0	P-200	1/2"	.840	5.4	SS-300	1/2"	.840	5.4
E-100	3/4"	.922	5.5	P-200	3/4"	1.050	5.8	SS-300	3/4"	1.050	5.8
E-100	1"	1.163	6.1	P-200	1"	1.315	6.3	SS-300	1"	1.315	6.3
E-100	1 1/4"	1.510	6.8	P-200	1 1/4"	1.680	7.1	SS-300	1 1/4"	1.680	7.1
E-100	1 1/2"	1.740	7.6	P-200	1 1/2"	1.900	7.8	SS-300	1 1/2"	1.900	7.8
E-100	2"	2.197	8.5	P-200	2"	2.375	8.7	SS-300	2"	2.375	8.7
2 1/2"-4" - Use P200 (Same OD) Cinch Clamps are specifically designed for use with 1 1/8" width (Unistrut type) strut.				P-200	2 1/2"	2.875	9.5	SS-300	2 1/2"	2.875	9.5
				P-200	3"	3.500	11.0	SS-300	3"	3.500	11.0
				P-200	3 1/2"	4.000	12.0	SS-300	3 1/2"	4.000	12.0
				P-200	4"	4.500	13.0	SS-300	4"	4.500	13.0



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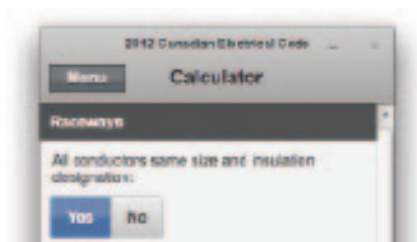
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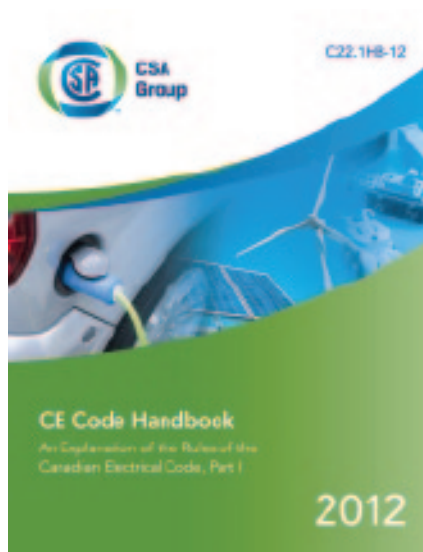
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ONTARIO LAMP RECYCLERS INC.



Ontario Lamp Recyclers Inc. is pleased to announce the grand opening of its new lamp recycling facility in the City of Toronto. The plant, with a capacity of 12 million lamps per year, has four separate Certificates of Approval / Environmental Compliance Approvals from the Ministry of the Environment specifically for the treatment of lamp waste. Martin Hassenbach, vice president, said, "This is the newest lamp recycling facility in the country and the only one in the City of Toronto. The location at Highways 407 and 400 makes it ideal for servicing our clients, or for contractors to drop off lamps along the way."

Fluorescent and other lamps are processed to separate the mercury vapour and mercury-rich phosphor powder from the clean and recyclable glass and metal end caps. The mercury bearing materials are treated off-site and reintroduced into the lamp manufacturing process. The plant maintains a negative atmosphere discharging treated air pursuant to an air emissions ECA. Ontario Lamp Recyclers is a proud member of the Recycling Council of Ontario and the Ontario Waste Management Association.

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Losers or Leaders:

The Indisputable Truths

By Jim Mathis

What Separates the Losers from the Leaders?

"Whoever said, 'It's not whether you win or lose that counts,' probably lost."

-Martina Navratilova

1. Leaders know their business attitude is a choice. You choose your attitude. You also choose your business attitude in the same way. You choose these in the same way you choose what to wear each day. No one is responsible for your business attitude but you. A friend told me, "You choose your attitude so make it a good one." If you feel scared, it is a choice. If you feel cheated in a deal, you choose to feel cheated. If you feel like a failure, you choose to feel that way (and you probably are). Conversely, if you feel successful it is your choice. More importantly, if you feel the recession is dominating your life, then it does. If you choose to cut back or wait out the downturn, then you are responsible for that, not the circumstances. We can't manage change, we can only manage how we react to it. The sooner you come to grips with this, the sooner you will take responsibility for your actions and reactions to situations and quit blaming everyone else. The more dependent you are on external circumstances or other people, the less effective you become.

I spoke to a group of automotive parts distributors last month. They, like everyone else, were suffering because their business was down. Then we talked about how an economy where consumers are keeping their automobiles longer and not buying new cars actually favors this industry. In fact, this industry hasn't seen a time when new car purchases were down like this since World War II. More people are retaining and repairing their existing cars than ever before. They need parts and repairs more than before. Their new attitude is now, "This is the best market we've had in decades!" Your mental outlook about your business is your choice, not the media's, the headlines' or the economy's fault. Author Larry Winget says, "Success is your own fault." The sooner you stop whining and get a life, the sooner you will be contributing to society and not draining energy from it.

2. Losers wait for the recession to end. Recessions never end. There, I said it. Why do I say this?

I say they will never end because the sooner you come to grips with this, the sooner you will stop doing what you have done and start doing something new, creative and different. Realizing it will be here to stay will force you to act differently and get into the game of life. Circuit City and a host of other companies have already gone out of

business because they couldn't transition and sell like successful businesses who aren't waiting for the recession to end (They were probably run by committees!). Major storms always change the landscape. Economic storms do the same.

So many people are sitting on the sidelines, waiting for "The Recovery." What a bunch of losers! Even if there is a full recovery, things have been changed so much that you won't be able to do business the way you did two years ago or 10 years ago ever again. Life on the other side will be permanently different in ways only intuitive thinking people can imagine. The two most expensive items we buy are cars and houses. Cars will be made differently and houses will be bought, sold and priced differently this year and forever. Don't assume everything else will remain the same. Don't believe me? I learned to drive in 1972. The next year we suffered through the recession brought on by the Arab oil embargo. After that, fuel prices shot up and we never bought gasoline the same way again. We learned the phrase, "self service pumps."

Remember going to the airport and standing at the gate to greet family or friends? After 9/11, we never traveled the same way again. After today, banks won't ever sell mortgages the way they did; construction companies will bid differently and build differently; news media will continue to change; and health care distribution will be forever changed.

For the full article, please visit: <http://www.jimmathis.com/pdf/IndisputableTruths.pdf>

Jim will also be speaking at the CECA National Industry Conference in Whistler, BC, June 15, 2012.

Jim Mathis, CSP is an international Certified Speaking Professional, executive coach and trainer. To subscribe to his free personal and professional development newsletter, please send an email to: subscribe@jimmathis.com with the word SUBSCRIBE in the subject. An electronic copy will be sent out to you every month. For more information on how Jim and his programs can benefit your organization or group, please call 888-688-0220, or visit his website: www.jimmathis.com.

ECAO/IBEW Booth a Big Hit at CanSIA Conference



The Electrical Contractors Association of Ontario and the International Brotherhood of Electrical Workers made a big splash at the 2011 Canadian Solar Industry Association (CanSIA) Conference and Trade Show. The ECAO and IBEW not only had one of the most eye-catching booths on the trade floor, we also stole the show on Tuesday, December 6 with our press conference promoting the CSA Standards & National Electrical Trades Council (NETCO) personnel certification program for Solar PV.

"The traffic at the ECAO/IBEW booth was incredible," said Eryl Roberts, Executive Vice President, of the ECAO. "I believe that we were able to brand and promote ourselves to some of the key players in the Solar PV industry. People are starting to know who we are and

what we do. I look for a lot of positives coming out of this."

The solar PV industry has exploded in Ontario as a result of the government's introduction of the *Green Energy Act* and the genesis of the Feed-in-Tariff (FIT) program. CanSIA is a prime example of this growth as the conference has grown from a 'kitchen table' gathering to one of the largest conventions and trade shows in Canada.

"Person hours of employment are up significantly from last year," said John Grimshaw, Executive Secretary-Treasurer of the IBEW Construction Council of Ontario. "ECAO contractors have undertaken many different Solar PV installations across the province from micro-fit to huge solar farms. Our presence at CanSIA lets us show manufacturers

and owner-clients that we have the contractors and skilled workers who can install any type of Solar PV project.”

There were several highlights of the trade show from the ECAO/IBEW perspective. As mentioned in the introduction, a press conference was held to raise the profile of the CSA endorsed certification program. At this time, the “first class” to receive their certifications were introduced. This group consisted of Lee Caprio (Toronto), Dave Cribb (Ottawa), Rudy Lenneau (Kingston), Peter Olders (OEIT) and Arthur Verway (Toronto). All received their certificates from the ECAO’s Eryl Roberts, IBEW International Vice President for the 1st District, Phil Flemming and Reza Moridi, MPP, Richmond Hill and the Parliamentary Assistant to the Minister of Energy. In his remarks, Mr. Flemming congratulated the ECAO and IBEW for “being the first in Ontario to have its Solar PV training curriculum recognized by CSA.”

During the ceremony, Eryl Roberts noted the motivation for developing the training standard. “The Construction Electrician (NOC 7241) Solar Photovoltaic Systems Certified Personnel Certification program was driven by the assertion that all Solar PV installations should be done by qualified electricians working for licensed contractors.”

Another highlight of the trade show was the attention given to the ECAO/IBEW booth by politicians. In addition to Mr. Moridi’s involvement in the press conference, both the Minister of Energy, The Hon. Chris Bentley and the Minister of Infrastructure, the Hon. Bob Chiarelli made extended visits. In touring the booth, Minister Bentley noted the quality and safety that are the hallmarks of the ECAO/IBEW partnership. “Thanks for all the work that you have done. Thanks for ensuring that people can involve themselves in green energy safely. That is the key.” These comments are high praise from Mr. Bentley as he previously served as Ontario’s Minister of Labour.

A great deal of hard work went into getting the booth ready, meeting the trade show attendees and in pulling off the press conference. A big thank you to all who attended and spent time in the booth. Green energy opportunities should continue to grow as a result of the recent election outcome and the government’s commitment to get Ontario off of coal. Being present at an important event like CanSIA will help provide opportunities for our contractors and IBEW members to find work in this important sector of the electrical industry.

If your company participates or is interested in green energy opportunities, please ensure that you notify the ECAO office so you can be noted as a green energy contractor.



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