

Includes 2005 ECAO Annual Report

The Ontario **ELECTRICAL** **ECAO** **CONTRACTOR** ELECTRICAL CONTRACTORS ASSOCIATION OF ONTARIO

Volume 43 • Number 4 • Fall 2005

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Brad Vollmer

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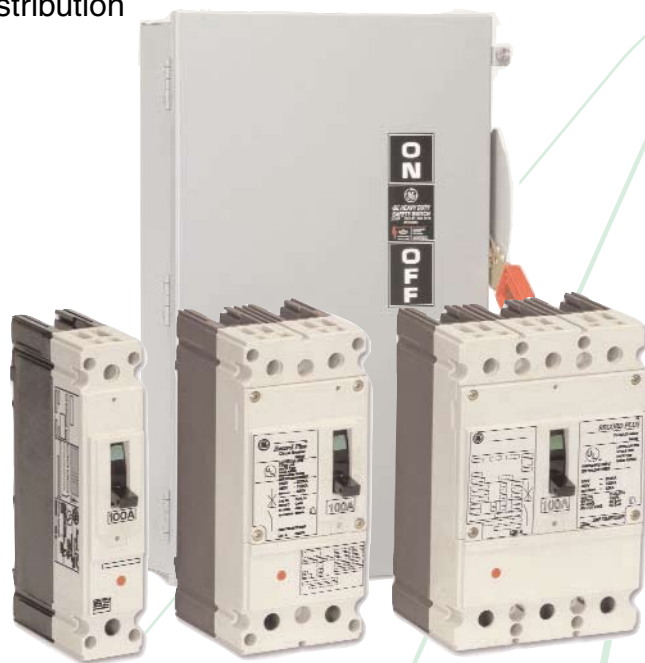
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ECAO'S NEW PRESIDENT – BRAD VOLLMER

Brad Vollmer enjoys the challenge provided by the electrical contracting industry. The Electrical Contractors Association of Ontario's new president is president and general manager of Vollmer & Associates Contractors Ltd. in Windsor, a company started by his father in 1965.

"We are always striving to improve the way we provide our services in an environment that is never the same twice," remarks Vollmer. "Each job provides a different set of challenges and the people are always changing. Every job has issues. The way you approach and resolve those issues makes a successful company."

Vollmer started in the mechanical construction industry in 1980. He served through apprenticeship and served in many positions in the company, including estimator and project coordinator, before taking over as general manager in 1990. Vollmer purchased Pare Electric in 1988 and Bannon Sheet Metal in 1990. He acquired Vollmer & Associates in 1992 and today the company is a multi-trade contracting business that provides services in the Essex Kent County completing more than 400,000 man-hours annually. Vollmer & Associates received the company of the year award from the Windsor Chamber of Commerce in 2000.

"The people and management have contributed so much to the success of Vollmer & Associates," he notes.

Vollmer also holds ownership in a real estate company and another 35-year company that provides services to the residential market as well as a joint venture providing services to the automotive industry.

He has served as president of the Windsor Electrical Contractors Association and Windsor Sheet Metal Contractors Association, director of the Windsor Construction Association and is currently on the board of directors with the Electrical Safety Authority of Ontario.

This busy man also finds time for enjoying quality family time with his wife Darlene and children Bryan, Jenna, Alec, Elle and Bradley. In his spare time he enjoys physical fitness activities, snowmobiling and ATVs.

"My most important responsibility is balancing spending quality time as a family unit and providing leadership for a strong and vibrant team at work," comments Vollmer.



Brad Vollmer (LEFT), president and general manager of Vollmer & Associates Contractors Ltd., at work with Marcel Morin, Electrical Division Manager, and Franco Favaro (RIGHT), Electrical Region Manager.

"Every Wednesday evening without fail my wife Darlene and I have our date night."

As for his new role as president of the Electrical Contractors Association of Ontario, Vollmer says it is an honour.

"Our directors, executive vice-president and administration are all leaders, which are the right ingredients to move forward," says Vollmer, who first became a director with ECAO in 1998 and has served as the chairman of the public relations committee of the association. "It is important that an association continually improves itself within; that its members are properly represented and assist in providing a landscape that benefits its membership. I look forward to working with the ECAO directors and administration, continuing to improve the electrical contracting industry for our membership."

ECAO must develop its strategic direction for the next five years, notes Vollmer.

"We must create our map of where we are going and how we are going to get there," he states. "We must work with our industry partners to improve our membership market share not only to sustain the current status but with the goal of growth. ECAO must take leadership to ensuring our membership has methods in which to be sure their payments are secure."

Vollmer is looking forward to his tenure as president and, at the same time, his wife and children can be assured that he is a man who knows how to maintain a strong balance between work and family.

RE-IMAGINE YOUR RETIREMENT WITH A BETTER RETIREMENT TAX SHELTER

By Stanley Tepner

There is “good”.
And there is “great”.

Jim Collins’ marvelous book, *Good to Great*, chronicled how certain “good” companies made the leap and became “great” companies.

If you are the owner, or a key employee, of a small corporation, an Individual Pension Plan (IPP) could help convert your “good” retirement into a “great” retirement.

In the spring issue of *The Ontario Electrical Contractor*, Debbie DeCaire introduced the IPP as one of the best-kept secrets of retirement planning in Canada. In this issue, we’ll look at why IPPs are, in many cases, the most attractive retirement tax shelter for entrepreneurs and their key employees, and we’ll show you how to evaluate whether an IPP is the right program for you.

The main advantages of IPPs over Registered Retirement savings Plans (RRSPs) are:

1. **The annual tax-deductible contribution limit to an IPP may be far greater than the maximum contribution to an RRSP, which may in turn provide a significantly larger pool of retirement capital.**
2. **Additional IPP contributions may be made for past service.**
3. **Further contributions may be made at age 65 and/or at retirement.**
4. **If investment losses have occurred, you have the ability to make up for the losses through additional contributions.**

An IPP is a defined benefit pension plan designed for an individual. The ideal candidate for an IPP is a business owner or key employee over the age of 45, who earns \$100,000 or more and has always maximized his/her RRSP contributions. The longer one’s time horizon until retirement the better, although IPPs are also effective for

individuals near retirement and/or on the verge of selling their businesses.

As a defined-benefit pension plan, the IPP must provide a lifetime retirement pension for the employee. An actuary will determine the contributions required to fund the promised pension benefit, and this actuarial valuation must be completed every three years. Pension regulation currently requires actuarial assumptions to include a 7.5 per cent rate of return on investments. Over time, the IPP fund may find itself in a surplus or deficit position, as the actual rates of return may differ from the actuarial assumptions. If the IPP is facing a surplus that exceeds prescribed limits, then contributions may need to be stopped or reduced. Conversely, if the IPP is facing a deficit, then additional tax-deductible contributions may be needed.

Contributions for past service are allowed to credit additional years of service in an IPP. It may be necessary for an employee to transfer an amount from their RRSP to their IPP for the company to contribute the balance of the cost of the past service.

All contributions and fees to set up and administer an IPP are deductible to the employer, and contributions are not considered to be taxable benefits to the employee. If the employer borrows to make IPP contributions, the interest on the borrowing is also tax-deductible.

Advantage: IPP

Let’s look at an example of a 50-year-old company owner/employee who earns \$100,000 per year, had maximized RRSP contributions in the past, and who is planning to retire at age 65. Past-service contributions are allowed and made back to 1991.

In this case, an initial contribution of \$307,064 would be made in respect of past service, which would be funded by transferring \$214,200 from the employee’s RRSP and by a deductible cash contribution by the company for \$92,864.

Annual current service contributions are best described in the accompanying summary chart that compares IPP



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contribution limits to RRSP contribution limits for this individual (shown at five-year intervals for brevity's sake).

Year	Age	IPP	vs.	RRSP
• 2005	50	\$22,741		\$16,500
• 2010	55	\$32,646		\$22,299
• 2015	60	\$46,865		\$29,144
• 2020	65	\$549,181		\$38,090
• 2024	69	\$111,304		\$47,186

As the chart indicates, IPP contributions are always greater than RRSP contributions. In 2020, at age 65, the large increase in contributions is due to changing actuarial assumptions. This is due to the fact that actuaries must assume that an IPP participant will retire at age 65. If a participant reaches age 65 and does not retire, actuaries are permitted to assume that the participant will retire at age 69. Contributions are then based on the maximum pension, which is projected to increase at 5.5 per cent per year (an assumption prescribed by the Canada Revenue

Agency). This new assumption pushes the retirement age to four years later (from 65 to 69) and changes the projected maximum pension by about 22 per cent, allowing for this large contribution at age 65.

Assuming a 7.5 per cent rate of return, let's compare the capital growth of IPPs versus RRSPs.

Year	Age	IPP	vs.	RRSP	IPP Advantage
• 2010	55	\$676,978		\$475,202	\$201,776
• 2015	60	\$1,218,459		\$839,136	\$379,323
• 2020	65	\$2,600,740		\$1,409,779	\$1,190,961

In this chart you can compare the difference in the plan balances at five-year intervals to see the advantages of the IPP.

There are a host of rules that govern what constitutes eligible investments for IPPs, the timing of registering and contributing to IPPs, and the alternatives for providing future pension income from IPPs. Space limitations prevent me from delving into these issues here.

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What Should You Do Next?

The best way to determine if an IPP is your optimal retirement tax shelter is by requesting an actuarial illustration from an IPP provider, such as CIBC Wood Gundy or other firms. A standard, short questionnaire compiles information such as your age, history of T-4 earnings, RRSP balance and years of employment

with the company, from which the actuarial illustration is generated.

The resulting document provides plenty of information for you to sit down with your accountant and/or investment advisor, who can help you evaluate whether an IPP is the right way to go. Among the issues are:

- The availability of money to fund

past service and current service contributions, now and in the future.

- The tax-effectiveness of the IPP expenditures.
- Which owner(s)/employee(s) should have IPPs funded for them.
- How your IPP will be treated upon your retirement or the sale of the company.
- How to generate retirement income from your IPP (versus an RRSP).

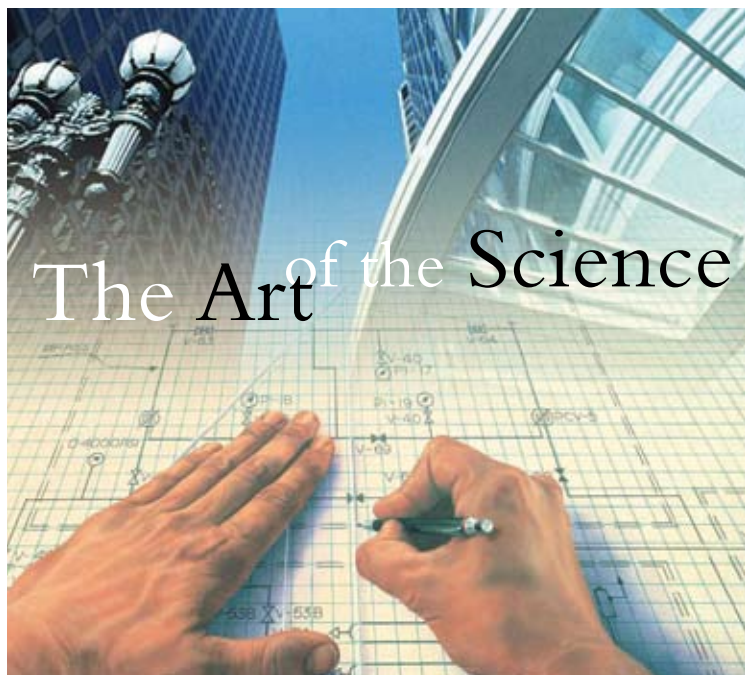
Actuarial illustrations are frequently provided at no cost or obligation to the individual or the employer.

As a service to readers, we have prepared a helpful e-mail document that contains descriptive articles about IPPs, sample actuarial illustrations and the IPP questionnaires. If you would like to receive this document, please send an e-mail to my address below.

If you can imagine your future retirement going from “good” to “great”, an IPP may be the biggest advantage in your court.

* * *

Stanley M. Tepner, MBA, CA, CFP, TEI, is a First Vice President and Investment Advisor with The Tepner Team at CIBC Wood Gundy in Toronto. He can be reached by telephone at 416-229-5566 or 1-800-488-8688 or by e-mail at stan.tepner@cibc.ca. The views of Stanley Tepner do not necessarily reflect those of CIBC World Markets Inc. Given the complexities involved, specialized tax and pension advice must be sought to ensure an Individual Pension Plan (IPP) is appropriate to individual situations. An IPP strategy must be considered within the context of a comprehensive financial and estate plan. It is advisable to seek advice regarding their particular circumstances from their personal tax and legal advisors.



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PRESIDENT'S MESSAGE

By Dave Mason

I have reached the end of my term as President of ECAO and I look back at the last two years with a great deal of satisfaction as to what has been accomplished. When I assumed office back in 2003, I inherited an association that was well on the way to fulfilling its major objectives as identified in its strategic plan – a plan which has spanned more than five years and the terms of three presidents. I viewed my role as president being that of “clean-up batter.” It would be my job to complete and implement association projects that were conceived and begun by my predecessors.



In particular, we faced the challenges of maintaining and improving our no strike, no lockout bargaining process and its associated market recovery programs as well as implementing provincial licensing.

The ETBA has been extremely successful in fulfilling its mandate under the Joint Proposal including dealing with the very difficult issue of the Post Negotiations Wage Adjustment. Of more impor-

provide extremely accurate market share information by region, sector, structure type and size of project. No other trade or jurisdiction has such an accurate measure of its performance. For the first time, the area ECAs and the ETBA will be able to identify market recovery targets, measure the success of their efforts and make the necessary strategic adjustments. This market profile project has the potential to completely revolution-

as past president and to help promote the fullest use of this new association management tool.

As president of ECAO, I would like to take this opportunity to thank the ETBA representatives for their outstanding efforts managing ECAO's labour relations responsibilities during my term. In particular I would like to recognize ETBA Chair Peter Bryant, who has led this dynamic group for 12 years and bargained five collective agreements on ECAO's behalf.

A complete listing of ETBA representatives and a more detailed labour relations report appears elsewhere, which I urge you to read.

ECAO's drive for self-regulation through provincial contractor licensing was the other major objective that I believed we could implement during my term. Bill 70, an Act enabling ECAO, ESA and other industry partners to administer a system of province-wide contractor licensing and trades certification, received Royal Assent November 30, 2004. This was a major government

The ETBA has been extremely successful in fulfilling its mandate under the Joint Proposal including dealing with the very difficult issue of the Post Negotiations Wage Adjustment.

tance, is the ETBA's research efforts in defining union market share based on the Electrical Safety Authority's permit data. When complete, this project will

ize the ECAO's approach to market recovery and collective bargaining with the IBEW. I intend to continue as a member of the ETBA during my term

relations achievement for ECAO driven primarily by the Contractor & Industry Standards committee and ECAO staff. Since then, ECAO has put in place all the resolutions necessary to transfer the Electrical Contractor Registration Agency (ECRA) to ESA and the regulations are written and ready for implementation of province-wide licensing of electrical contractors.

The ECAO strategic plan includes two strategies for achieving the association's objectives – a well developed government relations capability and the use of strategic alliances with like-minded organizations. Our provincial licensing experience was successful because we employed these approaches. It is the basis of an action model that can be used again. The application of the

Construction Lien Act to industrial work is a new industry challenge that has arisen during my term to which we are applying these strategies. The recent *Kennedy* decision has the potential to eliminate the protections of the *Construction Lien Act* for a large segment of work performed by ECAO members in the industrial sector. In conjunction with the Mechanical Contractors Association of Ontario, the Association of Millwrighting Contractors of Ontario and other industry partners, we are joining in the appeal of the *Kennedy* decision and concurrently working with the Council of Ontario Construction Associations and various government ministries to amend the *Construction Lien Act*.

Both the appeal and the government

lobbying will take considerable time and resources. This is one agenda item which I will have to pass on to my successor, Brad Vollmer. In the meantime, ECAO is developing an educational program advising industrial electrical contractors on how to deal with the fallout from the *Kennedy* decision and better manage the risks of non-payment in industrial work.

I would like to take this opportunity to thank the board of directors of ECAO, the committee chairs, members and ECAO staff for their hard work, support and good counsel during my term as president. I look forward to serving as past president and working with President-Elect Brad Vollmer in reinventing ECAO and accomplishing future objectives.

EXECUTIVE VICE-PRESIDENT'S MESSAGE

By Eryl Roberts

It is a fact of life at ECAO that the leadership of the organization changes every two years. What is unusual in today's circumstances is that the completion of the current administration's term coincides with the accomplishment of ECAO's primary objective which was identified at the beginning of this decade – namely contractor licensing and trade certification. Indeed, ECAO was originally founded in 1948 for this very purpose.



At times like this, it is tempting for organizations like ECAO to slip into maintenance mode. They simply oversee the regular activities of their industry and avoid reaching out to identify and set

new goals and objectives. This will not happen at ECAO.

In his message, Dave Mason looks forward to what he terms the "reinvention" of ECAO to meet future chal-

lenges. The timing couldn't be better with the "expiry" of the association's Strategic Plan, which is now more than five years old, and the commencement of Brad Vollmer's presidency. Brad

brings his expertise in organizational development and strategic planning to the association.

At the risk of being presumptuous, I would like to point out some of the foreseeable challenges for ECAO and its members, which I believe Dave Mason and Brad Vollmer should address in any new strategic plan:

- **ECAO should be concerned with the viability of local area ECAs.** A disturbing trend over the last 10 years is the decline of local area ECA membership. Many areas that once boasted 30 active member companies are barely at half that level today. While the overall manhour situation remains relatively stable, there is a definite shift in distribution of manhours in favour of Toronto, Hamilton, Ottawa and Kitchener at the expense of the rest of the province. Some areas are sorely pressed to find enough volunteers to fill the director, officer and trustee positions essential to the running of a successful local association. Eventually, this translates into an inability to send representatives to ECAO to handle basic business at the ETBA or the board of directors. In practical terms, ECAO gains its day-to-day strength from its local associations and every effort must be made to revitalize and/or reorganize local area ECAs to the benefit of the province at large.
- **ETBA needs to redirect its collective bargaining efforts towards increasing market share.** In its previous strategic plan, ECAO identified its contractor membership as electrical contractors signatory to the International Brotherhood of Electrical Workers and ECAO amended its bylaws in 2003 to reflect

that focus. There is no doubt whom ECAO serves and what their competitive interests are. Until recently, the association's collective bargaining process has concentrated on the traditional terms and conditions of employment. Market share, which is the real objective of the exercise, has taken a back seat in the bargaining process, primarily because we have not been able to determine what our market share is. Now that the ETBA has the capability to monitor union market share with extreme accuracy, it is time to shift the emphasis away from simply distributing wages and benefits every three years and instead customize the collective agreement to enhance market share.

- **ECAO should be concerned that the trade of electrician is under attack.** One of the greatest assets that ECAO members possess is the compulsory nature of the electrical

ECAO should be concerned that the trade of electrician is under attack.

trade. It has provided for a uniformly high level of expertise among tradespersons, enhancing worker mobility and contractor diversification and has encouraged a steady stream of highly qualified applicants into our industry. Unfortunately, through the proliferation of regulatory exemptions and a lack of interest in trade enforcement by government, the compulsory trade is being eroded. The Human Resources committee

of ECAO has complained that this general lack of interest by government has resulted in the Provincial Advisory Committee for the electrical trade (and other compulsory trades) being totally ineffectual. The same legislation that enables province-wide licensing of contractors contemplates industry control over trade certification and enforcement. ECAO should make industry self-management of the trade a key strategic objective over the next five years.

- **ECAO needs to rebuild the private utility construction marketplace.** ECAO contractors have been forced out of this market as a result of utility restructuring, reduced contracting out by utilities and competition from distributors for work normally done by the private sector. The result has been a drastic decline in the pool of lineworkers, many of whom have gone to the U.S. for employment. Much has already been done by the Power & Utility Sector Committee as reported here, but ECAO needs to establish a comprehensive manpower, regulatory and marketing plan in order to turn this situation around.
- **ECAO needs to address issues related to getting paid.** The *Kennedy* case highlights the risks associated with non-payment for work performed, but security of payment is an issue that goes far beyond the *Kennedy* fact situation. It affects all contractors and demands a high priority on ECAO's hit list of strategic objectives.

It is not every day that an organization gets the opportunity to re-invent itself and redefine its role in the industry. I believe that ECAO and its members see that chance now and must be prepared to seize the day.

CONTRACTOR & INDUSTRY STANDARDS

Glenn Carr, Chair
Gary Beer
George Boals

Ed Braithwaite
Wayne Crockett
Garry Fitzpatrick

Wayne Gatien
Dave Mason
Case Opdam

Joe Spadafora
Eryl Roberts, Secretary

As its name implies, the Contractor & Industry Standards committee undertakes to develop the accepted definition of what makes a qualified electrical contractor and works with other stakeholders to develop standards of safe and professional electrical installations.

Electrical Contractor Registration Agency

The purpose of the Electrical Contractor Registration Agency (ECRA) is to administer a provincial system of examining and registering master electricians and electrical contractors. As a result of these activities, ECRA has been the natural leader in the promotion of the Reciprocal Recognition Program. ECRA is made up of representatives of ECAO, the Ontario Electric League (OEL), the Electrical Safety Authority (ESA) and the municipalities. The ECAO representatives are Glenn Carr (chair), Gary Beer (director) and Eryl Roberts (secretary-treasurer).

ECRA develops and administers the master electrician exam on behalf of the municipalities. In order to aid candidates in preparation for their exams, ECRA authors a pre-master exam course. The course is delivered through ESA, community colleges and local unions. With the imminent implementation of province-wide licensing based on the ECRA standard, it is anticipated that there will

be huge demand for the course and exam in areas where master licensing has not previously applied. In anticipation of this demand, ECRA has undertaken to update the exam and pre-exam course.

The implementation of province-wide licensing will require the transfer of ECRA intact to the ESA. In the spring of 2005, the ECAO Board of Directors passed a resolution approving the transfer of ECRA to ESA from ECAO, including the transfer of intellectual property, customized software, logos etc. This ensures that, when province-wide licensing takes effect, the familiar standards and programs on which master licensing is based, will continue.

Provincial Licensing

Since January 2000, ECAO has vigorously pursued a regime of province-wide licensing for electrical contractors and master electricians. The Contractor & Industry Standards committee has been responsible for taking this industry concept from being a good idea to a legislated reality. This quest for industry self-management would not have been possible without the partnership with the Electrical Safety Authority, the Ontario Electric League, the Ministry of Consumer & Business Services and eventually the reciprocal cities. Bill 70, an Act enabling these stakeholders to establish province-wide licensing of contractors and certification of the electrical

trades, received Royal Assent November 30, 2004. At the time of writing this Annual Report, the specific regulations implementing province-wide licensing are at the point of signature by the Cabinet. It is anticipated that notice of province-wide licensing will be given January 2006 with compliance throughout Ontario within the year.

Standard Practices

The major standard practices development of 2005 has been the challenge to the *Construction Lien Act* arising from the Kennedy Electric vs. Rumble Automation case. The courts ruled that the *Construction Lien Act* does not apply to the installation of process equipment in an industrial establishment or in an industrial building. In the court's view, the installation – however permanent – is not an improvement to the building. The ECAO, in partnership with the Mechanical Contractors Association of Ontario (MCAO), the Association of Millwrighting Contractors of Ontario (AMCO) and a number of other stakeholders, are funding the appeal of this momentous decision. The same organizations are working with the Council of Ontario Construction Association's (COCA's) construction lien act committee to develop amendments that will, among other things, ensure that the *Construction Lien Act* covers industrial process work.

In other standard practice issues, ECAO continued to support the new Construction Bid Depository of Ontario (CBDO), even though it did not attract the support of the general contracting community, as expected. The Contractor & Industry Standards committee is also involved in the Ontario Joint Standard Practices Committee (OJSPC) represented by George Boals, Seymour & Boals Limited and the Council of Ontario Construction Associations (COCA) represented by Dan Lancia, Holaco Installations and various task forces established by the Ontario General Contractors Association (OGCA) represented by Case Opdam, ECAO Past President (retired).

ESA Relations

The separation of ESA from the old Ontario Hydro and the drive for province-wide licensing of electrical contractors and trades has combined to make relations with ESA one of the more important roles of the Contractor & Industry Standards committee. ESA relations have evolved from an ad hoc to a more formalized approach. The Contractor & Industry Standards committee supports ECAO representatives on a number of ESA committees and councils. The Contractor Advisory Council (CoAC) is comprised of 13 industry representatives, including, from ECAO:

- Gary Beer
- Glenn Carr
- Dorothy Hart
- Dan Lancia
- Frank Talenti
- Dan Moore
- Eryl Roberts

In addition to managing the relationship between ESA and the electrical contracting industry, the CoAC recruits contractor representatives to sit on various ESA committees including the Ontario Provincial Code committee, the Fee Restructuring committee and in future, Appeals Tribunals.

HUMAN RESOURCES DEVELOPMENT

Fred Black, Chair
Gary Carr

Gary Ganim
Ron Goode

Scott Kenyon
John Wright

Gary Lehman, Secretary

The Human Resources Development Committee sources and develops courses and programs to ensure that contractors have access to the best employee training and executive development resources, in order to allow them to conduct their business as safely, efficiently and profitably as possible.

Electrical Project Supervision

The EPS program continues to flourish across the province and has graduated 140 people from the three-level course since its inception in 2003. Each year the EPS instructors review the program and recommend improvements and share best practices. This year is no exception and extensive additions have been proposed for Level 3.

NECA Management Education Institute Seminars

The HR committee is actively promoting the NECA MEI series of seminars,

particularly the management courses. In August, Dr. Awad Hanna of the University of Wisconsin presented a one-day seminar on *Managing Field Productivity*. This will be followed in October by a four-day seminar entitled *Project Management for Electrical Contractors*. This seminar was the one most in demand from a recent Show of Interest by ECAO contractors. It will be co-presented by Dr. Jerry Rounds of the University of New Mexico and Bob Segner of Texas A&M University.

Provincial Advisory Committees for the Electrical Trades

The HR committee sends representation to all the electrical trade PACs to monitor and supply input to the government concerning our trades. There is continuing discussion on important matters such as ratios, trade splintering, provisional licenses, enforcement and higher educational requirements. There

is a new minister in place and the PAC will be lobbying to assert our positions on these key issues.

Other Projects

The HR committee oversees several projects that are on going. These include:

- Fire Alarm & Protection Certification Program
- Fire Alarm Contractor Registration Program
- Electrical Safety Awareness (www.elecsafe.info)
- Network Cabling Specialist
- Annual Ontario Technological Skills Competitions
- Construction Electrical Estimating

Under the leadership of Chair Fred Black, the committee is striving to improve awareness of educational offerings that ECAO can provide.

MEMBER SERVICES

Brad Walker, Chair
George Boals

Ed Braithwaite
Gary Carr

Greg Galbraith
Bob Ritzmann

Lucy Roberts, Secretary

Member Advantages

The member services committee uses the collective purchasing power of the entire membership in order to obtain products and services at discount rates that would not ordinarily be available to individual companies. Current benefits of membership provided through the member services committee include:

- Health & Welfare Insurance and Group RRSP/Pensions for non-bargaining unit employees provided by Skipwith & Associates. Our relationship with Skipwith & Associates spans a decade and is one of our most valuable member advantages.
- Fuel discount group purchase plans provided by Esso and Petro-Canada. By partnering with two competing service providers, the fuel purchase program has not only expanded the members' opportunity to obtain discount fuel but has increased the overall benefit to the association and therefore its members.
- Commercial general liability and property insurance provided by Federated Insurance as well as personal lines such as home and auto.
- Fleet leasing through Jim Peplinski's Leasemaster National and equipment leasing through GTA Leasing.
- Publications produced by ECAO, the Canadian Electrical Contractors Association (CECA) and the National Electrical Contractors Association (NECA) in the U.S.

- The Quality Connection Health & Safety Program provided by the Joint Electrical Promotion Plan, which is available exclusively to ECAO members.

Feedback

In order to keep the array of services up to date and of high quality, the member services committee regularly surveys the members' opinions with respect to the quality of existing products and services and the need for new or additional lines. In 2004, member feedback on existing services indicated a high level of satisfaction with the services offered through ECAO. The survey was also useful in identifying areas of concern with certain product lines. For instance, in the area of commercial general liability insurance, it highlighted a need for more dialogue between the insurance industry and the membership so that the buyer and the seller could better appreciate each other's needs. Several meetings have been held with Federated Insurance in order to identify areas of potential improvement so that ECAO can continue to endorse our partnership.

New Products

Responding to members' input regarding the need for new products and services, the ECAO is currently rolling out the following:

- Choice Hotels discount plan, which provides discounts for business and leisure accommodations for owners, employees and mobility workers.
- Corporate Express discount plan, which provides office and facilities supplies and office furniture and equipment.
- Federated's Fleet Management Program which provides loss prevention for company vehicle use.
- Website development and design for ECAO member companies through Digital Internet Group.

Associate Membership

The newest responsibility of the member services committee is to manage the Associate Member class (non-contractor firms who supply goods and services to the electrical contracting industry). The Associate Member class grew significantly in 2004/2005 requiring a rewrite of the Associate Member Council Terms of Reference to accommodate this increased demand. Associate Members receive the highest priority for networking opportunities with the membership and are listed prominently on the ECAO website.

The Associate Member Council, which advises ECAO on Associate Member relations, is represented by the following:

- Bob Stelzer, Electrical Safety Authority
- Steve Moreau, Moeller Electric
- Gerry Skipwith, Skipwith & Associates Insurance Agency Inc.
- Pat Martin, Tevelec (2004-2005)
- George Vassallo, Hesco Electric/Electric Depot (2005-2006).

2005 ECAO annual report

PUBLIC RELATIONS

Jack Gibson, Chair
George Boals

Doug Cormier
Ken Crawford

Robert Steven
Brad Vollmer

Lucy Roberts, Secretary

The Public Relations committee is responsible for maintaining communications between ECAO, its members and the public. It is also responsible for the development, promotion and administration of industry recognition awards.

Electronic Communication/ Web Development

In order to improve electronic communication with ECAO members and the public at large, the public relations committee has completely revamped the ECAO website to make it easier to navigate and to enhance the image of ECAO and its members.

The new ECAO website includes the opportunity for individual member firms to create their own professional customized web page(s) at minimal cost. These pages will form part of the already extremely popular Contractor Locator Program and will serve as an extension to

your individual marketing strategy.

The recent spate of virus and spam incidents frustrated ECAO's goal of achieving 66 percent electronic communication with its members by 2005. In order to reduce the number of emails sent to our members, the Public Relations committee promoted the use of the ECAO website as the primary source of information for all members. News bulletins are now posted on the ECAO website, as they occur, providing members with easy and secure access to information relative to their businesses.

Annual Meeting/Industry Conference

Last year's conference, which was hosted by the Windsor Electrical Contractors Association, was held at Casino Windsor and was the site of ECAO's first-ever trade show. Based on the success of the trade show in Windsor, ECAO plans to hold a similar exposition every third

year when the conference must be held in Ontario (Ottawa 2007).

This year's conference will be held in Cancun, Mexico and will provide an opportunity for ECAO members to learn about the contracting industry from our *other* partner in the free trade agreement.

Member Recognition

In 2005, ECAO launched a scholarship program open to children of ECAO members or employees enrolled in a post-secondary institution. The Public Relations committee continues to administer the Douglas J. B. Wright Award in recognition of ECAO members or employees who have made a significant contribution to the electrical contracting industry. ECAO also recognizes those member companies with exemplary safety records through the R. H. Carroll Safety Awards.

ELECTRICAL TRADE BARGAINING AGENCY

Peter Bryant, Chair, ECA Northern Ontario
Rick Ball, ECA Thunder Bay
George Docherty, Greater Toronto ECA
Dave Duffy, Georgian Bay ECA
Wayne Gatien, Line Contractors
Erv Krause, Niagara Peninsula
Dario Maola, ECA Sarnia
Dave Mason, ECA Hamilton
Brian McDonnell, ECA London

Ed Norman, ECA Quinte-St. Lawrence
Ray Porter/Bill Debosky, ECA Oshawa & District
John Raepple, ECA Central Ontario
John Salvatore, Windsor ECA
Johannes Ziebarth, ECA Ottawa
Tony Fanelli, Industrial Contractors Association (ICA)
N/A, Electrical Power Systems Construction Association (EPSA)*
Eryl Roberts, Secretary **non-voting members*

The Electrical Trade Bargaining Agency (ETBA) is the exclusive bargaining agent representing ECAO contractors in their negotiations with the International Brotherhood of Electrical Workers Construction Council of Ontario

(IBEW-CCO.) The ETBA is made up of one representative from each of the area ECAs as well as one representative from the line contractors committee, the ICA and EPSA. The ETBA negotiates and administers the provincial

agreement with the IBEW-CCO and represents the interests of unionized electrical contractors with government and various industry tribunals.

Collective Agreement

The ETBA and the IBEW-CCO are

responsible for the publishing and printing of the collective agreement. Recognizing the difficulty of actually keeping the agreement up to date and accurate, the parties decided to take over the complete responsibility of printing of the collective agreement, in a format that allows for easy updating and publishing on the parties' respective websites. In future, when the agreement is re-negotiated or amended, changes will be entered in real time and made available in electronic format on the ECAO and IBEW-CCO websites. Provided the local parties contribute timely information, the publishing of the collective agreement should be reduced to three months from the current one-year time frame.

Post Negotiations Wage Adjustment

The No Strike bargaining system used by the ETBA-ECAO and the IBEW-CCO contains a provision that allows the union to apply for an additional wage increase if other trades settle higher. The union triggered this provision in March 2005 where they made an application for an additional 50 cents. The application was based on the fact that both the Refrigeration Mechanics and Millwrights settled for 50 cents more than the IBEW did. After several difficult meetings, an agreement was signed off on June 29th. The basics are that the parties have agreed to a 50-cent increase to the wage package effective November 1, 2005. The adjustment is only applicable to those areas that have a Stabilization or Market Recovery Fund on or before November 1, 2005. The agreement also includes a provision to allow area ECAs to trigger the Local Area Modification process to address competitive issues in certain markets.

Market Recovery

Phase II of the market share study based on ESA electrical permit data will soon be complete. The data gives the most accurate measure of union market share by sector and type of structure ever pro-

duced. The study provides a base line of union market share for the period July 2000 to June 2003. The ETBA is now working on analyzing the data for the next two years ending June 2005. The results will indicate loss or gain of union market share allowing the local parties to better focus their market recovery efforts or to launch Local Area Modification applications, where justified.

Research

Responding to inconsistencies in area practice regarding taxation, withholding and reporting of income, dues and benefit funds under the various wage spreadsheets in the collective agreement, the ETBA has undertaken to publish a contractors' "best practices" guide. This guide should be complete by the end of 2005 and will be made available to all ECAO members as a ready reference for payroll offices, particularly when working out of town.

Electrical Trade Joint Board (ETJB)

During the term of a collective agreement, the ETBA participates in ongoing policy matters and grievance resolution in partnership with the IBEW-CCO through the ETJB under the guidance of the independent chair, Paul Gardner. The ETBA representatives on the ETJB are:

- Peter Bryant
- George Docherty
- Wayne Gatien
- Erv Krause
- Dave Mason
- Ray Porter
- John Raeppele

During 2004-2005, the ETJB negotiated new hiring hall language, greatly simplifying the name hiring procedure, and was the forum in which the very difficult post-negotiations wage adjustment issue was resolved. Pursuant to the memorandum resolving the wage adjustment issue, the ETJB is now required to become engaged in local market recovery negotiations. The first such intervention is scheduled for the

Niagara Peninsula area in October.

Joint Electrical Promotion Plan (JEPP)

JEPP is a not-for-profit corporation directed jointly by the ETBA and the IBEW-CCO, whose objectives are to promote the unionized electrical contracting industry, to promote the superior quality and skills of unionized electricians, communication workers and contractors, and to develop leading edge management, technical and safety training programs.

ECAO representatives on the JEPP Board of Directors are:

- Rick Ball
- Peter Bryant
- Dave Mason
- Greg Pahomey
- Eryl Roberts
- John Wright
- Johannes Ziebarth

In 2004-2005, JEPP established the Communication Workers Health, Welfare & Administration Trust with the objective of providing benefits to communication workers on a province-wide basis.

While continuing with its regular training, education and recruitment initiatives, JEPP has taken a step back with respect to advertising and is doing a thorough review of the effectiveness of advertising and other promotional activities. Any new advertising campaign will be the result of survey responses here in Canada and industry research on the same issue conducted by the National Electrical Contractors Association in the U.S.

JEPP has also been instrumental in manpower development issues in the line industry. JEPP continues to subsidize the cost of apprenticeship training in this sector and in 2005 became a founding member of the new state-of-the-art Electrical & Utilities Safety Association's lineworker training centre contributing \$100,000 towards its construction.

POWER & UTILITY SECTOR

Wayne Gatien, Chair
James Kellett,
Negotiations Committee
Chair

Bob Barrow
Scott Borland
Ed Braithwaite
Tony Decuzzi
George Docherty

Mike Galley
John Hayes
Bent Hudson
Mike Krueger
Peter Langenhan

Bill McKee
Dave Radtke
Eryl Roberts
Hugh Skinner
Gary Lehman, Secretary

Transmission/Distribution System(s) Codes

ECAO has participated in all phases in the development of the Transmission System Code. In general, ECAO has taken a position that the construction, upgrading and maintenance of transmission systems should be open to competition by the private sector. To a large extent, the arguments made by the ECAO have been adopted by the Ontario Energy Board (OEB) and will be written into the Transmission System Code. ECAO members are already seeing the benefits of our intervention when competing for construction of transmission lines servicing new energy sources such as windmill farms and other private generators.

ECAO has just become involved in the consultation process for establishing the Distribution Systems Code, which will take place over the next 12 to 18 months. In the meantime, ECAO finds that distributors are more likely to engage in non-competitive practices when it comes to the construction of competi-

tive distribution facilities. As a result, ECAO is engaged in inquiries involving four different utilities – Ottawa, Whitby, Espanola and Blue Water. The latter two were the result of inquiries from member contractors after they learned that the utilities were bidding for competitive work outside their normal scope of operation and ECAO launched inquiries as to whether the utilities were complying with the Affiliate Relationships Code.

As a result of the above experiences, ECAO is finding itself in the role of the “regulator” – performing the work that we feel that the Ontario Energy Board (OEB) should be doing. ECAO is attempting to open up communications between itself and OEB’s compliance/enforcement staff to ensure that we are on the same page on these issues.

Provincial Joint Line Committee (PJLC)

The PJLC is made up of an equal number of union and management representatives and is charged with the responsibility of regulating affairs between labour and

management in the linework industry in Ontario. The PJLC is responsible for negotiating and administering the high voltage and utility components of the Principal Agreement. The PJLC has met monthly since negotiations and is developing a strategic plan dedicated to the betterment of the line industry in Ontario.

Recognition

In 2005, Wayne Gatien announced his resignation from the chair of the Power & Utility Sector committee and other industry offices sponsored by ECAO. Wayne has represented the interests of ECAO and all of its members on the Boards of Directors of ESA, E&USA and ECAO. He is also the recipient of ECAO’s highest honour, the Douglas J. B. Wright Award. The Power & Utility Sector committee has nominated James Kellett to assume Wayne’s positions at ECAO. ECAO and its entire membership owe a debt of gratitude to Wayne for his years of service and congratulate James Kellett on his appointment as Wayne’s successor. Best wishes gentlemen.

BOARD OF DIRECTORS

Dave Mason, Chair, Director-at-large
Rick Ball, ECA Thunder Bay
Gary Beer, Greater Toronto ECA
Fred Black, Greater Toronto ECA
George Boals, Director-at-large
Ed Braithwaite, ECA Sarnia
Peter Bryant, Director-at-large
Gary Carr, ECA Oshawa & District
Wayne Crockett, ECA London
George Docherty, Greater Toronto ECA
Dave Duffy, Georgian Bay ECA
Greg Galbraith, Niagara Peninsula ECA

Wayne Gatien, Director-at-large
Jim Gruber, Director-at-large
Dan Lancia, ECA Hamilton
Bill McKee, ECA Ottawa
Greg Pahomey, Windsor ECA
John Raepple, ECA Central Ontario
Dennis Tatasciore, ECA Northern Ontario
Brad Vollmer, Director-at-large
Brad Walker, ECA Quinte-St. Lawrence
Eryl Roberts, Executive Vice-President
Lucy Roberts, Recording Secretary

PAST PRESIDENTS

Alex McKinnon* 1948 - 1950
Gordon Behling* 1950 - 1951
Angus C. Fox* 1951 - 1953
George Rysdale* 1953 - 1955
Roland Demers* 1955 - 1956
Clare Dent* 1956 - 1957
Osman Ellis* 1957 - 1958
Clare Dent* 1958 - 1959
J. Keith LeGault* 1959 - 1960
E. Ted Dodington* 1960 - 1961
H. John McDonald 1961 - 1963

Clayton Joice* 1963 - 1964
William R. Roberts 1964 - 1966
James P. Wilson* 1966 - 1968
Mike T. Sharp 1968
Noel A. George* 1969 - 1971
Ross Sawle* 1971 - 1973
James H. Wilson* 1973 - 1975
C. Arthur Wilson 1975 - 1977
Douglas J. B. Wright* 1977 - 1979
M. Mike Vukobrat* 1979 - 1981
Jack A. Moncur 1981 - 1983

H. Charlie Norris* 1983 - 1985
J. Z. Gus Varga 1985 - 1987
Rick W. Brodhurst 1987 - 1989
John E. Waugh 1989 - 1991
Blythe McCleary 1991 - 1993
Wayne Gatien 1993 - 1995
Ed Braithwaite 1995 - 1997
Garry Fitzpatrick 1997 - 1999
Case Opdam 1999 - 2001
George Boals 2001 - 2003

**Deceased*

MEMBERSHIP

ECAO represents only bona fide electrical contractors. There are two categories of membership for contractors. Contractors may join on a direct individual basis, or they may be members on an individual basis but their dues paid for through an Area ECA. Companies and organizations that are not electrical contracting firms but have an interest in the industry are eligible for Associate Membership. There are presently 13 Area ECAs.

ECA Central Ontario
ECA Hamilton
ECA London
ECA Northern Ontario

ECA Oshawa & District
ECA Ottawa
ECA Quinte-St. Lawrence
ECA Sarnia

ECA Thunder Bay
Greater Toronto ECA
Georgian Bay ECA
Niagara Peninsula ECA

Windsor ECA

Membership in the Electrical Contractors Association of Ontario affords membership in the Canadian Electrical Contractors Association (CECA), which gives ECAO members access to both CECA and National Electrical Contractors Association (NECA) products and services at member rates.

OBJECTIVES

- ▶ To present a favourable contractor image to our customers and industry colleagues.
- ▶ To provide information by news media and research reports, which will keep members up to date on industry and business trends.
- ▶ To develop, promote and administer training programs, which will advance the technical and business management skills of our industry.
- ▶ To promote the safe use of electricity.
- ▶ To respect the role each group plays within the electrical and construction industries and recognize those areas where cooperation will advance the opportunity for all segments to provide satisfactory customer service at a profit.
- ▶ To maintain economically sound labour/management relations in the best interests of our customers.
- ▶ To encourage the free flow of communications between ECAO and government.
- ▶ To work with other government organizations toward the expansion of our national economy, a high level of employment and the development of the individual.

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NEW CODE RULE FOR 347-VOLT LIGHTING INSTALLATIONS

By Ted Olechna

In the last little while there has been a lot of communication concerning injuries and fatalities that occurred to professionals as they continue to work on live 347-V fluorescent lighting circuits (even though they consider it hazardous).

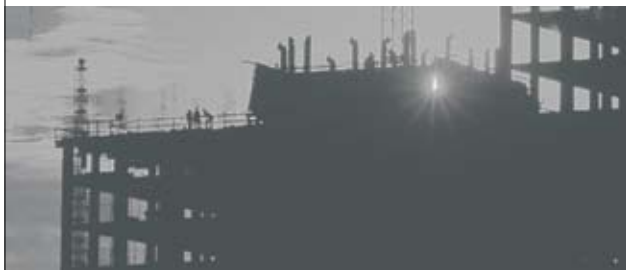
The Electrical Contractors Association of Ontario (ECAO) as well as the Electrical Safety Authority (ESA) noticed an alarming trend in the last few years in relation to fatalities and ballast replacement on 347-volt systems. In an attempt to assess the industry's thoughts on the matter, the ESA employed a research firm to survey practitioners and gauge their attitude toward the risk associated with working on live 347-V circuits. The survey was sent to members of ECAO, and when the

results were tabulated, ESA found over 80 per cent of respondents associate an above average or high risk when working on live 347-V circuits. With this in mind all parties pushed for a proposal to be included in the Code in order to make maintenance a safer operation. In addition ESA developed a video as well as an education campaign identifying the hazards associated with working on energized 347-volt circuits.

A proposal was submitted by ESA to the Canadian Electrical Code Part 1 based on the above information. The change was intended to deal with the installation of lighting equipment, where statistics have shown that many injuries and fatalities have occurred. Specifically, the proposal called for additional requirements that included

precise means for disconnecting 347-volt luminaries. This change in the code would help the electrician find an easy method for disconnecting. Many industrial and commercial lighting installations typically operate at 347-V without individual area switching. This lack of switching makes it difficult to de-energize a circuit when performing even routine maintenance, such as a ballast change. Electricians are also under pressure to work live so as not to inconvenience a larger work area by de-energizing the system, and effectively keeping everyone in the dark. After deliberation of the Section 30 subcommittee as well as the main membership of the CEC Part 1, the following Subrule was accepted, and will be included in the next Code.

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Rule 30-308(4) will state the following:

"Each fluorescent luminaire installed on branch circuits with voltages exceeding 150 volts-to-ground, shall be:

(a) provided with a disconnecting means integral with the luminaire that simultaneously opens all circuit conductors between the branch circuit conductors and the conductors supplying the ballast(s); and marked in a conspicuous, legible, and permanent manner adjacent to the disconnecting means, identifying the specific purpose."

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Represents and advises employers and individuals charged with OH&S contraventions, and in appeals from inspector's orders.

PHILIP BENDER

Represents and advises management in all matters related to WSIB. Former policy analyst, WSIB

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Now that the subrule has been accepted, what are the next steps?

- First the safety requirements for disconnecting means has to be incorporated into the product standard for fluorescent luminaires, this will also include retrofit kits.
- Second the manufacturers have to develop and manufacture these disconnecting means, and make sure that they meet the standard requirements.
- Third, ESA will work with the industry to determine an implementation date, the plan is to include this requirement in early 2007.
- Last, all new 347-volt fluorescent luminaire installations after a specific date will need to have these disconnecting means installed.

The implementation of this subrule will make for a much safer installation. Unfortunately this change will only be mandated for any new installations, and there will be many older systems still lingering. Therefore, consideration by the professional shall be taken to make sure that if a disconnecting means is not installed, the circuit supplying the luminaire shall be de-energized.

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When servicing 347-volt lighting system:

- Always work with de-energized lines. Not only it is safe practice, but the Ontario Electrical Safety Code as well as OHSA's Industrial Regulations requires that the power supply to electrical installations, equipment or conductors shall be disconnected, locked out of service and tagged before any work is done, unless it is not practicable.
- Plan your work, make arrangements to de-energize circuits at times when they will least affect the occupants. i.e. lunch breaks, after or before hours.
- Take special precaution and respect the hazards of electricity; 347-volt systems are not forgiving.
- Always treat the neutral as energized unless it has been verified as de-energized.
- Always shut off and tag out circuits you are going to be working on.

- Test circuit to confirm that it is de-energized, using an approved multi-meter or a non-contact voltage detector.
- If in doubt, ask. Ensure that all hazards are known and are minimized.

Hazards with common neutral

Take precautions when working on lighting circuits or receptacles from a multi-wire circuit, as a common neutral to be used.

Note the term "three-phase, four-wire", or three-wire circuit... by switching a single-pole breaker OFF, only one branch of the circuit is de-energized, leaving the other branch(es) energized. The continuity of these branch circuits is maintained by the common neutral conductor. When the neutral conductor's continuity is interrupted while other branch circuits are energized, any accidental contact with it connects the worker to ground, thus completing the circuit and electrocuting the worker.

In short, make sure not only the circuit, but its associated neutral, is de-energized prior to attempting any work.

Statistics have shown that working on energized 347-volt circuits will result in fatalities.

In the first six months of 2005, two fatalities and four critical injuries to professionals were reported while working on energized 347/600-volt circuits. These fatalities as well as critical injuries could have all been preventable, if only work was performed on de-energized circuits.

Do not be a statistic, work on de-energized circuits.

Ted Olechna is a Provincial Code Engineer with the Electrical Safety Authority. He can be reached by e-mail at ted.olechna@ElectricalSafety.on.ca.



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008: ARE YOU A QUALIFIED EMPLOYEE?

Background

Many injuries happen because people performing a certain task make errors that proper training would have prevented. Too many people misapply the phrase "qualified employee." This has nothing to do with how smart you are, what trade you are in, whose payroll you are on, or whether you are authorized to be in a given area of a facility. The phrase applies to specific tasks.

Examples of Misapplications

A master electrician energizes a control circuit, despite not understanding the process. This causes the release of a sulphur dioxide into the atmosphere.

A foreman asks, "can you take a look at some medium voltage switchgear for us?" An electrician trained only in low voltage operations throws the breaker under full load. The result is an arc blast that kills three people.

An electrician who is certified to operate a particular model of scissor lift obtains a bucket truck for a particular job. He takes all the precautions that apply to the scissor lift but he

extends the bucket too far laterally and tips over the entire apparatus from 30 feet up.

In these examples, each person is highly qualified. But he is not qualified for the task at hand. That is the key concept to understand. In no case is someone from a trade other than the electrical trade qualified to do electrical work. An apprentice or journeyman who has not received formal training in a particular task may be considered a qualified employee for that task if working under the direct supervision of a person who has completed the necessary training to be a qualified employee.

You May Be A "Qualified Employee" If:

- You have up-to-date formal training in the hazards and precautions involved in a specific type of task and in the equipment used to complete it.
- You understand the hazards and precautions involved in a specific type of task or operation and in the equipment used to complete it.
- You understand the emergency procedures specific to the

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job at hand and to the equipment used to complete it.

- You know how to identify, lock out and tag out energy sources particular to the task.
- You know how to verify de-energization of a given circuit, breaker or equipment being worked with the appropriate measurement device.
- You know the approach distances, PPE requirements, grounding requirements, and insulating requirements for a given piece of equipment.
- You know the decision-making process for determining the extent of potential hazards and you can do the planning necessary to do the job safely.

Points to Remember

Qualification in one skill area doesn't confer qualification in another.

Your having a certificate doesn't necessarily mean you are qualified. If you don't understand the task and its requirements completely, you are not qualified to perform it. Ask for help.

If your foreman determines you are not a qualified employee, you are not a qualified employee. However, it is possible for your foreman to mistakenly determine you are a qualified employee. If you don't feel you are a qualified employee, don't do the work until you can correct the deficiencies.

This Tool Box Talks article is reprinted with permission from 100 Safety Training Toolbox Talks for Electrical Construction Work, 2003, National Electrical Contractors Association (US). The complete set of 100 Toolbox Talks is available on CD-ROM for \$270 CAD or \$200 for CECA members. Go to <http://www.ceca.org/english/publications.html> to order, refer to Cat. #5059.

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The 17th edition of Canada's largest annual show for building design and construction, Construct Canada, will take place at the Metro Toronto Convention Centre, South Building Nov. 30 to Dec. 2. You can find the ECAO exhibit at booth 1814.

More than 21,000 visitors will be attending the show...

With over 1,050 exhibits, Construct Canada will be held concurrently with Homebuilder & Renovator Expo, PM Expo, Concrete Canada and Design Trends featuring the very latest in products, technologies and best practices used for the design, construction, retrofit and renovation of all types of buildings. The exhibits will offer 49 different categories of products and systems.

More than 21,000 visitors will be attending the show including architects, builders, contractors, engineers, specifiers, building owners, facility managers, property managers and interior designers.

New for 2005 at Construct Canada will be Ecobuild Canada, a major new conference that will examine the very latest trends in the integrated design process, higher performance buildings, energy efficient technologies, environmental strategies, as well as providing an update on all the rating systems and best practices in the field of green buildings including Green Globes, Go Green and LEED.

Other high profile events at the show will also include the International Architectural Roundtable, International Engineering Roundtable, and the International Interior Design Roundtable.

Some 450 speakers will participate in 200 seminars at the show addressing a wide range of issues and topics

related to building performance, project delivery and management, building envelope, design trends, professional development, codes and standards, and construction law and other regulations.

Over 100 technical updates and product demonstrations will be presented on the exposition floor along with hundreds of new products, green products, and other innovative technologies.

Some 450 Speakers will participate in 200 seminars, addressing a wide range of issues

The shows are supported by more than 40 industry and professional associations.

Show dates and times are as follows:

- Wednesday, November 30, 10 a.m. to 5 p.m.
- Thursday, December 1, 10 a.m. to 5 p.m.
- Friday, December 2, 9 a.m. to 1 p.m.

Register online at www.constructcanada.com to receive a free pass to attend the show and 100 technical updates and product demonstrations.



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PCB Containment Technology (Kitchener) Inc. of Ayr, Ontario has announced the recent acquisition of AF White Ltd. of Brantford, Ontario. This acquisition will expand the transformer oil services of PCB

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The service package of AF White Ltd. will expand the ability to perform retro fill work.

In addition, AF White Ltd. is proud to announce the addition of Jay Sherlock to their team. He will be acting as director of operations manager for oil processing. His years of experience in transformer manufacturing and service will greatly contribute to the company's ability to provide continued quality products and assist in clients' technical oil needs.



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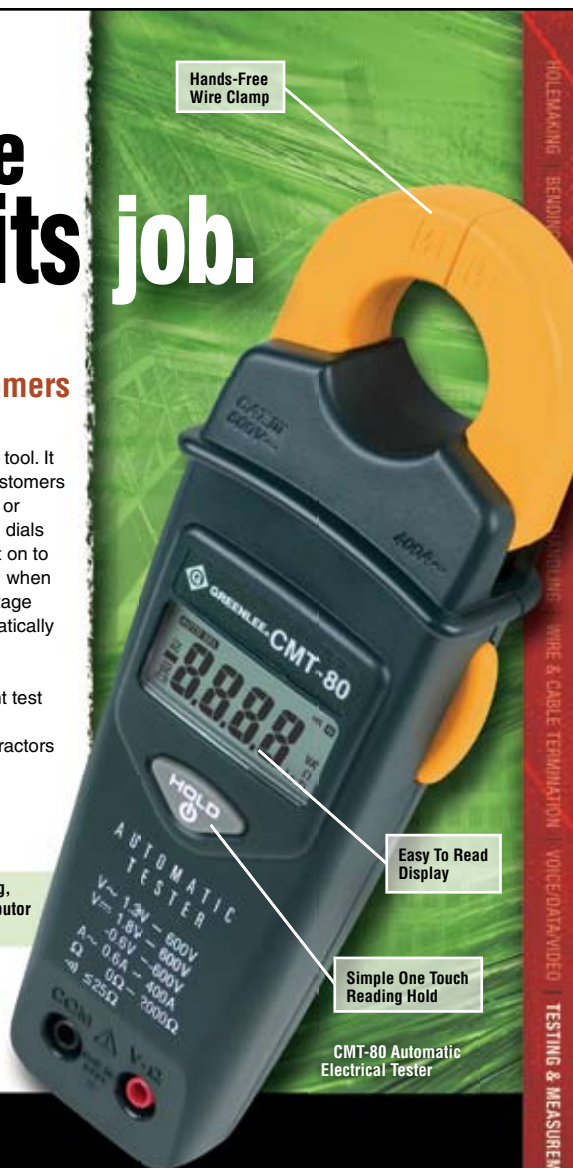
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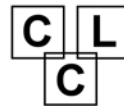
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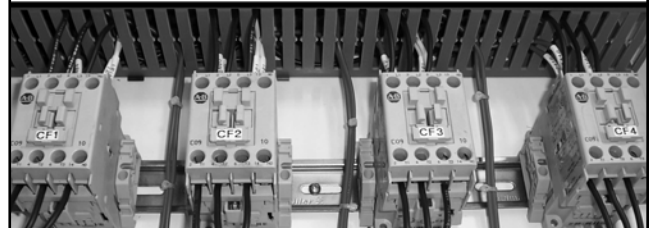
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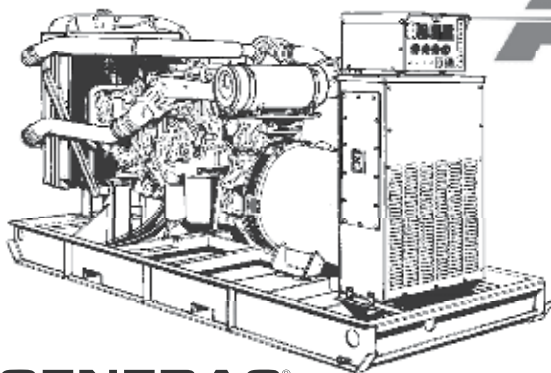
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