

Includes 2007 ECAO Annual Report

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

ECAO
ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO

Volume 45 • Number 3 • Summer 2007



**Fred Black – New Man
At The Switch For ECAO**

**Amendments to the 2002
Ontario Electrical Safety Code
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On The Cover: Fred Black – New Man At The Switch For ECAO

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ECAO's New President

– Fred Black



Fred Black

Electrical contracting is a great industry says Fred Black, incoming president of the Electrical Contractors Association of Ontario.

“This is a good industry to be in over the next few years,” says Fred, “the industry’s future is limitless as it is getting caught up in the electronic world at breakneck speed.”

Black brings a wealth of experience with him to the helm of the association. He has spent the past 11 years operating Stevens & Black Electrical Contractors Ltd. in Markham with his partners Dan Stevens and Gary Shuber. He gained 27 years of experience prior to that working for the same company where he started his journey in electrical contracting with his apprenticeship training. All of this experience has led him to where he is today – ready to take on the role of president of the association that represents electrical contractors in the province of Ontario.

Stevens & Black Electrical Contractors is a mid-sized company with 15-20 employees that can take on any job that its customer base requires.

“We’re a versatile contractor,” says Fred. “We are not specialized and we feel we can do anything within the trade.”

Black says he feels challenged by taking on the position of president of ECAO but welcomes the opportunity to address the issues that are important to this industry.

Black has served on the board of the Greater Toronto Electrical Contractors Association and the Electrical Contractors Association of Ontario as well as being past chairman of the Toronto Joint Apprenticeship Council (JAC).

Apprenticeship is one issue that the new ECAO president feels passionate about.

“Apprenticeship is the future of our trade,” he stated. “It’s where the industry is going in the future. Today’s apprentices will eventually be the leaders of our



industry and I feel passionate about preserving our trade.”

Mobility of the workforce and trade splintering are issues that Black expects to tackle during his tenure as president of ECAO, as well as enforcement of licensing and working for the preserva-

tion of and improvements to the Lien Act.

Electrical contracting has a deep family connection for Black.

“My father, Sam, was electrical manager with the Canadian National Exhibition and my son,

James, is a journeyman electrician working here at Stevens & Black as an estimator so we are a third generation in the industry,” he proudly stated.

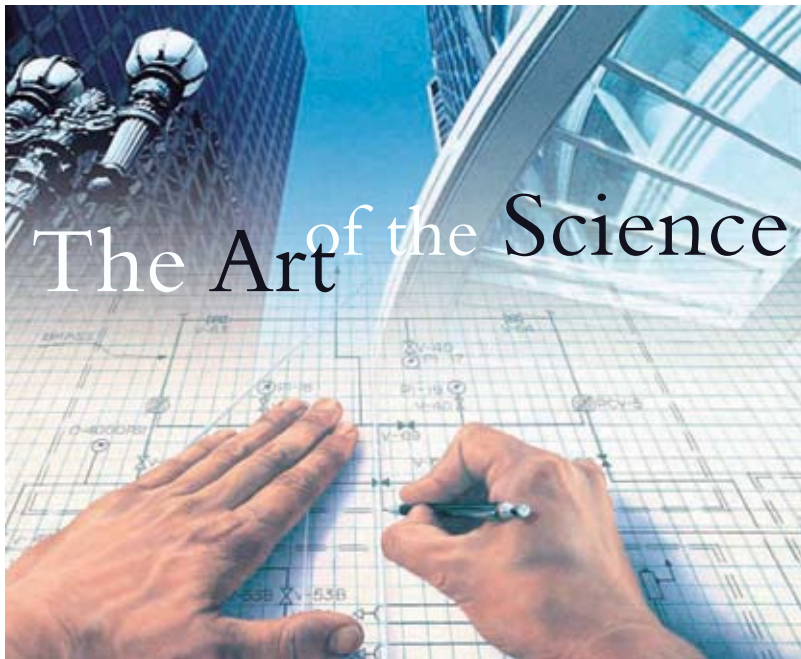
Known as a straightforward man, Fred isn't easily deterred when faced with challenges – even when it comes to dealing with a hurricane.

“Although I didn't enjoy the experience when we were caught in the hurricane during the 2005 conference in Cancun, I am not all negative about it either,” recalled Fred. “I got to experience something that not everyone gets to experience.”

Married to Teresa, Fred enjoys family life at his home in Port Perry. Together they raised their son James and daughter Michelle. He enjoys playing golf, fishing and especially enjoys spending time with his grandchildren, the photographs of whom sit proudly displayed on his office desk.

“I am a straightforward kind of guy,” says Fred. “What you see is what you get. I like working with the people in this industry and this is a people industry. I believe that, to a large degree, the way you conduct yourself will go a long way in regard to the respect you receive within the industry.”

Although he does think there may eventually be some changes to the structure of the association, Black sees a positive future ahead for the Electrical Contractors Association of Ontario and is proud to be its newest president.



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Trade Certification in Ontario — Where Are We Headed?

By Gary Lehman

Where is the electrical industry headed?

We are at a critical juncture for the future of the electrical industry. The current government, if re-elected in October, will make a decision on the future of apprenticeship in the province of Ontario.

As a participant in the Electrical Trade Provincial Advisory Committee (PAC) and of many other industry forums I have seen the progress, (or lack of progress) of the industry over the last 15 years. In the late '90s when it became apparent our PAC was not performing effectively we chose to disband it. Through a Joint Electrical Promotion Plan (JEPP) sponsored Electrical Trade Symposium, made up of 33 industry stakeholders, an Electrical Trades Consolidated Service Delivery Model was developed. The main guiding principle of this model was for the industry to protect the integrity of the trade through its own Authority, ESA. ECAO's strategic plan was to adopt this model and work toward its implementation. Contractor licensing has been the first step albeit conceived well before the model was developed. ECAO has been working to meet the goals of this model.

Once the model was complete we reconstituted the PAC with the hope of influencing the Ministry of Training, Colleges and Universities (MTCU) through recommendations. The PAC, with well rounded representation from labour, management, non-union, manufacturing and large and small contractors, discussed and made recommendations on such topics as training standards, trade splintering, provisional licensing, ratios, education requirements, in school capacity, safety, exemptions, enforcement, OYAP,

Red Seal and even the effectiveness of our PAC. With few exceptions the PAC was unanimous in its stance on these topics. In most instances our recommendations were ignored or were given lip service. In some cases we were misled by the Ministry as to action taken and responses given.

Recently MTCU, spearheaded by Minister Bentley himself, has undertaken consultation on apprenticeship reform through an Apprenticeship Action Table disproportionately represented by labour and community colleges. It has been driven by an unsubstantiated skill shortage and misguided goal to increase apprenticeship registrations to an unfounded number of 27,000 per year. The question needs to be asked from where did this number come. Was it well researched? Is it realistic considering apprenticeship requires a job? Can it be substantiated?

The results of these consultations have not been shared with the stakeholders and when questioned the Ministry says nothing will happen until after the election in October. It is my opinion that if we wait until after the election and this government remains in power with any sort of majority we will see apprenticeship reform the industry will not like. Disclosure must be made now so constituents can make an informed decision at election time.

What kind of reform might we expect? Might we expect the Industry Training Model implemented by British Columbia to be Ontario's next apprenticeship reform? There have been whispers this in fact may take place. We need to know if this is fact or fiction. Is it a coincidence that the current Deputy Minister of the MTCU is from British Columbia and played

a role in the implementation of the BC model? That model has caused much concern with the electrical industry in BC.

As well, indication is that Premier McGuinty has spoken to Premier Campbell of British Columbia about signing on to the Trade, Investment and Mobility Agreement (TILMA) recently signed by BC and Alberta. This agreement had no public consultation and no legislative debate. As a result no one is quite sure how it will work suffice to say that after legal review it is basically an instrument for wholesale deregulation. It is modeled after the NAFTA agreement and even bestows TILMA rights to foreign investors. TILMA is not restricted solely to the construction trades and their certifications. It transcends all areas of public life from trade certifications, to safety, to inter-provincial trade and even international trade. Again we need full disclosure as to the direction this Ministry and this government is going and we need this before the election in October.

We could play the safety card in defiance of these planned initiatives but I think there is a more underlying value at stake here. That is the devaluation of each and every tradesperson who holds a trade license whether it be compulsory or voluntary. In the electrical industry an electrician goes through five years of apprenticeship in a highly technical trade that deals in a lethal commodity to then write a demanding inter-provincial Red Seal exam leading to their Electricians license. That piece of paper has value to that individual ensuring job security and a high level of remuneration.

This industry needs to protect that value. How can we influence the government to maintain the high standard of apprenticeship we currently enjoy? The time is now – for those most affected by this potential threat to their quality of life and pride in their certification as skilled tradespersons – to raise their voice.

Gary Lehman, P. Eng., GSC, G. W. Lehman & Associates has 31 years experience in the electrical contracting industry, over a decade of it consulting to ECAO/IBEW and is a resource person on the Provincial Advisory Committee to the Electrical Trade.

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“INITIAL REACTION”: How to Decipher a Financial Advisor’s Professional Credentials

Pop quiz #1: What do the initials “P.E.” stand for?

Yes, you are 100 per cent correct.

Pop quiz #2: What do the initials “P.Eng.” stand for?

Yes, you are 100 per cent correct again.

Pop quiz #3: What do any of these initials stand for: “TEP”, “CFA”, “PFP”, “CIMA”, “FCSI”, “CLU”, “CA” and “EXP”?

Okay, time’s up. Not so easy this time, right? That’s because these initials represent but a few of the dozens of acronyms used by financial advisors in Canada today. Even if you know what professional designation each set of initials stands for, you may not know the significance of each designation.

In other words, if someone possesses one or more of these sets of initials, what does that say about:

1. Their professional training, both academically and on-the-job
2. Their experience requirements
3. The coded ethical standards of their professional designation
4. Which unique products, services and advice is a practitioner entitled to provide with a certain designation
5. How a practitioner may charge for their services
6. The kind of continuing education that is required to maintain the designation
7. How the profession regulates and polices itself, and
8. What recourse you, as a customer/client have, if you are unsatisfied with the service provided?

Space restrictions limit me from offering detailed descriptions of all the designations that I'm aware of, so this column will focus on the most prevalent initials on the business cards of financial advisors. But to make it interesting, one set of initials listed in Pop quiz #3 isn't

a real designation (and you have to figure out which it is) – but it can be as important, or more important, than any of the other acronyms in the quiz. Finally, a word of warning: if you have allergies to Alphabet soup or Alphabets breakfast cereal, this may not be the article for you.

Financial planning initials

CFP™ – Certified Financial Planner: This designation is the only internationally recognized designation for financial planning. It is granted in Canada by the Financial Planners Standards Council (FPSC). CFP educational requirements span the areas of wealth creation and accumulation, retirement planning, investment strategies and products, estate planning, tax planning and risk management. When the educational requirements are completed, and after at least two years of paid working experience, a candidate may apply for certification. To maintain the designation, CFP professionals must continually comply with the CFP Code of Ethics, which states that the practitioner will provide service with integrity, diligence, competence, fairness,

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PFP™ – Personal Financial Planner: This is the banking industry's version of the CFP, granted by the Institute of Canadian Bankers after the completion of six courses of study, the preparation of a comprehensive financial plan and passing a qualifying examination.

EPC – Elder Planning Counselor: This designation, granted by the Canadian Initiative for Elder Planning Studies, whose goal is to enrich the knowledge and understanding of professionals -- including insurance and financial advisors, real estate agents, attorneys and accountants, caregivers, medical personnel, and those who primarily work in the 50+ age group -- through education on topics focusing upon the evolving and specialized needs of Canada's citizens as they age.

CH.F.C. – Chartered Financial Consultant: This designation denotes a practitioner with expertise in wealth accumulation and retirement planning strategies.

TEP – Trust and Estate Practitioner: My personal favourite, as many have suggested that I created the acronym myself by simply using the first three letters of my last name. In reality, the designation is granted by the Society of Trust and Estate Practitioners, a worldwide organization whose members are involved at all levels in planning, creating, managing and accounting for trusts and estates, as well as executorship, administration and related taxes.

Investment initials

CFA – Chartered Financial Analyst: This designation is granted by the American-based Association for Investment Management and Research (AIMR) after a grueling three-year study and examination regimen. The designation is held primarily by stock research analysts and institutional money managers.

CIM – Certified Investment Manager: Advisors with the CIM designation are trained to offer advice on structuring a portfolio of individual stocks, bonds and other securities. Offered by the Canadian Securities Institute (CSI), candidates are required to have completed three prerequisite programs: The Canadian Securities Course (CSCM), the Investment Management Techniques (IMTTM) course and the Portfolio Management Techniques (PMTTM) course.

FCSI – Fellow of the Canadian Securities Institute: This designation is awarded by the CSI to students who have

a minimum of five years work experience in the financial services industry and completed the CIM, FMATM (Financial Management Advisor) or DMSTM (Derivatives Market Specialist) designations, along with a series of other senior-level courses.

CIMA – Certified Investment Management Analyst: Granted by the Investment Management Consultants Association (IMCA), which is based in the United States, the CIMA designation denotes a practitioner's expertise in investment policy, asset allocation, risk management, performance measurement and management selection, among other disciplines.

Insurance initials

CLU – Chartered Life Underwriter: A CLU is a financial advisor who specializes in developing solutions in the areas of income replacement, risk management, estate planning, and wealth transfer. The CLU educational program consists of three specialized courses that provide additional learning in life insurance applications, insurance law and taxation, and applied estate planning.

RHU – Registered Health Underwriter: This designation denotes a professional financial advisor who specializes in living benefits, including income replacement and risk management solutions. The RHU® is the only designation in Canada denoting specialized knowledge in all areas of living benefits and is the premier credential in the health insurance industry.

REBC – Registered Employee Benefits Consultant: An advisor with an REBC designation is versed in group insurance programs, planning for retirement and employee benefits.

Accounting initials

CBV – Chartered Business Valuator: Offered by the Canadian Institute of Chartered Business Valuators, CBVs are experts who quantify the worth of all, or part, of a business or its securities, with the ability to determine the value of tangible and intangible assets, including brand and intellectual property, and then explain their analysis in an easy to understand manner.

CGA – Certified General Accountant: CGAs work throughout the world in industry, commerce, finance, government, public practice and other areas where accounting and financial management is required. A bachelor's degree is required for certification, and key components of a CGA's commitment to professional standards

are the CGA-Canada Code of Ethical Principles and Rules of Conduct and the CGA Independence Standard.

CA – Chartered Accountant: CAs must meet the highest standards of financial expertise, strategic thinking, business insight and leadership. The CA profession's commitment to excellence and the public interest provides the crucial foundation for this trust. Becoming a CA requires a university degree including 17 specified courses, 30 months of practical employment experience, completion of the Institute of Chartered Accountants' professional program and passing the national Uniform Evaluation – one of the most demanding professional examinations in the world. CAs have extensive training in tax and other areas of financial management and must adhere to a code of conduct.

The most important initials (and final Pop Quiz answer)

EXP – Experience: An EXP isn't a true professional designation or an acronym for anything financial.

However, it doesn't matter whether you are an electrical contractor, a financial advisor or a landscape architect; experience is usually the greatest teacher of all, and often the most important set of "initials" for a practitioner to have to have, along with the initials that were earned with a diploma.

Stanley M. Tepner, MBA, CA, CFP, TEP, 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. Stanley Tepner publishes a monthly e-newsletter of original articles and reprinted features that focuses on the lifestyle and financial issues that impact his clientele the most. If you would like to receive it, kindly send him an e-mail.

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AMENDMENTS

TO THE 2002 ONTARIO

By Ted Olechna

ELECTRICAL SAFETY CODE

On July 1st, 2007 amendments to Ontario's Electrical Safety Code (OESC) 23rd edition will take effect.

There are five administrative rules as well as five technical rules which have been amended.

The administrative changes are:

- Installations used exclusively in the generation, transmission or distribution of electrical power or energy will align with the OEB licensing requirement; (Rule 2-000)
- Changes for plan review submission requirements. Plans will not need to be submitted for feeder installations under 1000A; "like for like" replacement of circuit breakers, disconnect switches, motor control centres, etc. operating at 750 volts; plans to be submitted and fees paid by the person responsible for the plan design; (Rule 2-010). This requirement is already in place.
- Code to line up with contractor licensing requirements, requirements to be a licensed contractor in order to be able to file an application for inspection (Rule 2-004 & 2-008)
- Licensed electrical contractors replacing "like for like" electrical equipment will not be required to file for an application for inspection (permit). This will include equipment such as receptacles, luminaries, general use switches, utilization equipment, etc. in an owner occupied single dwelling unit. The

equipment is fed from a branch circuit having a rating less than 30 A and 130 Volts; (Rule 2-005)

The technical changes are:

- Shock and Flash warning label on panelboards, etc. shall be located so that it is clearly visible to persons before examination, adjustment, servicing, or maintenance of the equipment; (Rule 2-306)
- Receptacles to be GFCI protected, or on an isolated circuit in areas subject to standing fluids on the floor or drenching in health care facilities; (Rule 24-116)
- In older buildings where no bonding to ground means exists, GFCI's can be used in existing outlets; (Rule 26-700(8))
- All dwelling units shall require the outside receptacles to be GFCI protected within 2.5 m of finished grade; (Rule 26-710(o) and
- Each fluorescent luminaire with voltages exceeding 150 volts-to-ground shall be provided with a integral disconnecting means that simultaneously opens all circuit conductors between the branch circuit conductors and the conductors supplying the ballast(s); (Rule 30-308(4)). This change will take effect on August 1, 2007.

Please watch for your next mailing of your bulletins as they will include a booklet with the complete listing of the amendments to the 2002 Code. In addition check our website for an electronic version, as well as how you can order your paper copy of the amendments.

These changes are being introduced at contractor and industry information sessions as well as other venues.

Changes in the 2006 Canadian Electrical Code have not been incorporated into this edition of the OESC.

If you have any questions please contact the technical advisor in your territory, phone numbers are listed in the Bulletins.

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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WHAT IS YOUR BUSINESS WORTH TO YOU?

You have worked very hard building your business. You have put in very long hours, taken a great deal of risks and hopefully been rewarded with a successful business. There are probably a lot of unanswered questions on your mind. Let's look at some of these questions and some things you need to think about.

What is Succession Planning?

This is a process where people make plans for their loved ones in the future when their situation has changed. The two key areas are Business and Personal Succession Planning. Succession planning for a business most often involves a team of people that are brought together to ensure that you have received maximum value for your business and that it carries on in a fashion with which you feel comfortable. You need to select a quarterback to manage this team and to make sure that the plan is executed in such a way as to maximize value by taking advantage of tax legislation. A number of tools need to

be in place to have this happen effectively. Your personal planning team may look the same, but it may differ depending on each situation.

A Team Approach

Your team may include: lawyers, accountants and an insurance or investment advisor. Let us look at the role each of these professionals would play for you.

Lawyers – the role of a lawyer in your plan would be to draft any agreements necessary to execute the plan you have created and help you design the most effective plan possible. Lawyers are also utilized to draft wills and powers of attorney for personal care. They may also be involved in share ownership and transfer in incorporated companies.

Accountants are of course vital to any organization regardless of whether you are incorporated or not. Accountants understand the tax laws and design share-

holder arrangements to minimize tax payable as well as working with share ownership and structure for you and your business. Accountants are valuable to help you value your business and to design and execute your plans in a very efficient manner.

Another vital member of your team should be an insurance and investment advisor. These licensed advisors are the only members of the team that can put into place a plan for succession using insurance and financial products.

All team members should be licensed with their various legislative bodies to perform services for you.

How to Value Your Business

How do you put a value on your business? This is not necessarily a simple thing to do. A business could be valued as a sum of all of its liquid assets. This includes items such as: cash, investments, market value of equipment, inventory, receivables and other assets. The most difficult part of the business to put a handle on is the "good will" that you have built over the years. This is the value of your reputation and history of being a great company and encourages people to do business with you. Quite often it is difficult to capture the real value that you may have added to the business. This is

due to the fact that if you were to leave, some of that value would disappear. Larger companies, partnerships, and family businesses have a better chance of retaining the real value that you may have created. A second way of valuing your business would be to use multiples of anticipated income that would be generated if the business was purchased.

What things can influence when you will leave your business? There are voluntary or involuntary situations which will lead you to give up participation in your business. Two involuntary situations that may force you out of your business are disability or premature death. Generally speaking, the chance of disability far outweighs that of your premature death. There are a number of insurance arrangements which are available to cover you in case of disability. The most common form of coverage is Group Disability Insurance, such as the one included in the ECAO Plan provided by Skipwith & Associates. The definition of disability and your current amount of coverage may not be adequate for your needs. Choosing individual coverage may give you more options in the event of the failure or dissolution of your business. When you are establishing risk protection, the cheapest coverage may not be the most appropriate because of the various clauses in your contract.

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Most partnerships and sole proprietors need to have some form of life insurance coverage. Group benefits are very common; however they may not solve a number of the issues you need to deal with in the event of premature death. There are many forms of ownership available for these types of companies, and you need to examine them closely.

The second way that you may leave your business would be voluntary. You may get fed up and just want to play more golf, go boating or travel. If this is what happens to you (and we hope this is the way you leave), then you need to do some planning for this day. The most common method is using pension plans and RRSP's along with the value that you would have established in your business and personal wealth. There are a number of products available that are not only creditor proof, but work to allow you to call it quits on your terms. One plan that is very popular today among small business owners is the Individual Pension Plan. This tool allows you to capture some of the retained earnings in your firm and increase your retirement income so you can fulfill your dreams.

Finding a Buyer

Who will buy your company? Sometimes this is a forgone conclusion, but more frequently it is an enormous challenge to find the right buyer at the right price.

When you need a buyer for your business, you most frequently will find one in your own business or circle of friends. People who know you, your business and your customers are going to be comfortable with the situation. Creating a purchase plan will require a team approach in order to strike a fair price and a plan for transition. Chartered accountants and business valuers are often helpful in striking a price. Organizing a plan for transition will be necessary. Utilization of a whole team, including financial planners and lawyers, will likely be necessary to ensure an orderly transition for your business and a plan for your retirement after the transaction has been completed. The best time to plan for business transition is not when you are ready to retire, but rather well in advance of the event.

This is the second in a series of four articles provided to help you gain some insight into how you can integrate your personal goals with your business plan. For additional information, please contact Skipwith & Associates 1-866-529-2988 or info@skipwith.ca • www.skipwith.ca



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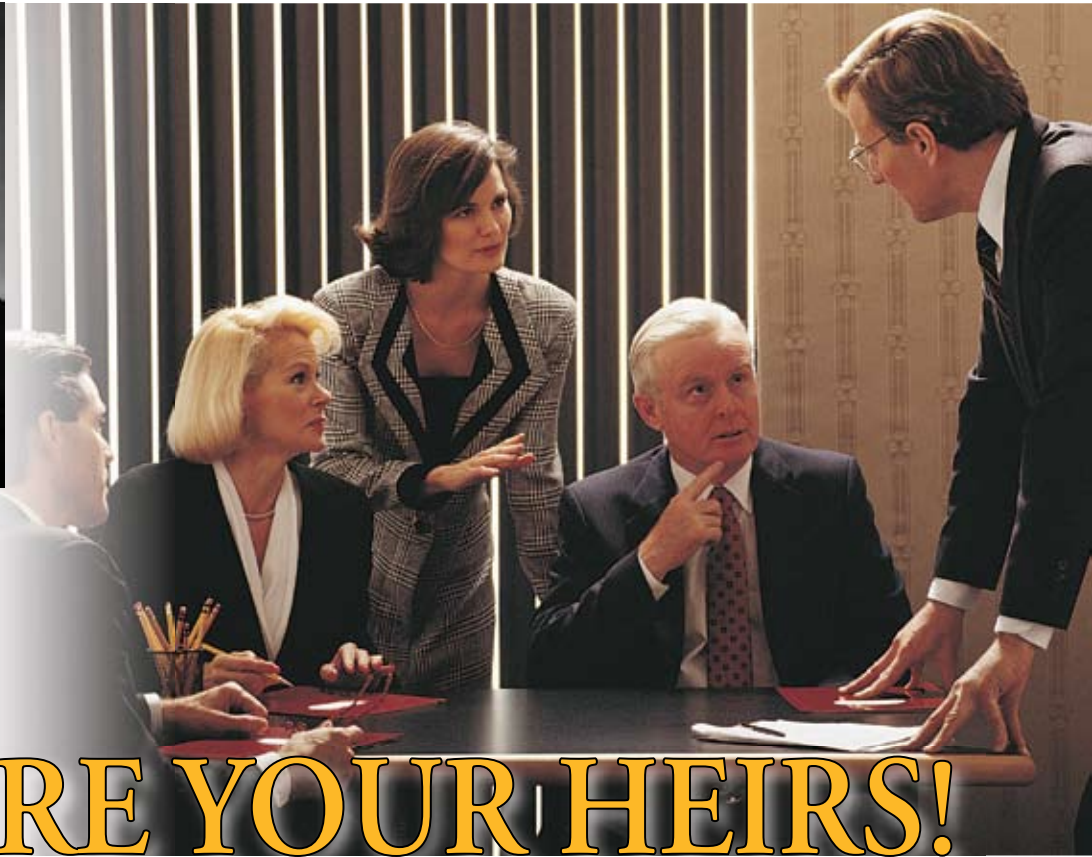


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By Gordon D. Wusyk
Adapted from *Beyond Survival*
by Léon A. Danco



PREPARE YOUR HEIRS!

YOU NEED SUCCESSORS TO HELP CARRY OUT YOUR DREAM

A working lifetime isn't something infinite, stretching from childhood to senility. It's something like 600 months.

That isn't much time, and in most cases there isn't that much left. It's more like 300 or 400 months. That is why it is important that the owner-manager take a conscious approach to leaving behind what they know. They're really in the same business as a teacher, but don't often realize it.

The teacher and the owner-manager have the same responsibility – to pass knowledge on to those who succeed them. The owner-manager needs people around who will help carry out his dream – that the business will continue in true value

after they're gone. These people are his students.

Share your world with your people and invite them to expand theirs. Learn together. Don't send them out to learn something and dismiss it on their return.

The Present Is Prologue

We cannot invest, protect and shelter ourselves against a world in which the younger generation will prevail. We have a responsibility to see that the world in which we will end our lives is well run by those who follow. We do this with our children, so that they are raised as good citizens. We do this with our country as we participate in various community activities. We do this with our society as we take care

of those who are less fortunate. We must also do this with our economic creation, because that which we created we are responsible for. I encourage you to teach what you know to those who will inherit your creation.

I've heard many founders of family businesses express their frustration with the lack of ability or commitment from their heirs. In my experience their lacking has a direct correlation to the founders approach to the training of their successor(s).

Too often the approach is baptism by fire as opposed to a well-planned coaching and training strategy. And mistakes are viewed as failures instead of learning experiences.

Meet with your successor(s) and explain the common long range plans. Talk about the challenges and dreams, to discover what they need to learn and understand. This is the role of the educator. I see it as mandatory that you become teachers to your successors and that you use your advisors as faculty who can assist you in this teaching job with their unique professional tools. This is the purpose of education – to expand a person's world.

The Language of Business

Included in any curriculum for potential presidents should be a thorough understanding of finance. This means teaching a true understanding of financial matters – a knowledge of such things as profit centres, sales forecasting, return on investment, ratios, cash flows and working capital issues – the list is endless.



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Accounting is the language of business; it is the way in which information is transmitted from one businessperson to another. There is a useful way of presenting data. As business managers become more proficient in using accounting methods they become clearer in the presentation of essential data relationships. They find themselves better able to explain and justify

both organizational and financial concepts. They can clearly plan for and intelligently converse about the future of their business. They can articulate their goals to those who need to know – bankers, partners, and heirs.

The owner-manager concerned about training a successor must learn to rely on managers and/or outside directors as the doers as

they take on the major responsibility as co-teacher of the heir. From the moment they realize the all-consuming nature of this task, they also realize that there is never enough time left...that too much of their knowledge of the operation is written in their mind, and it must be transcribed in an orderly, usable fashion for the successor to find it of value.

In whatever time that remains to the owner, there are steps that they must take to perpetuate their dream through the family business. As they discover that the true glory of the teacher comes in the achievement of their students, they will approach this new challenge – as tutor to the heir(s) with the same vigor and excitement that built the original business.

Gordon D. Wusyk is president, Predictable Futures – Business Family Centre.

This article is an excerpt from Beyond Survival, A Guide for Business Owners and their Families by Léon A. Danco, published by Predictable Futures Inc. – The Business Family Centre, Edmonton, Alberta.

Reprinted with permission, this article is the fifth in the series "Perpetuate or Liquidate."

Please don't hesitate to contact Predictable Futures – Business Family Centre for additional information about their resources for Canada's family business owners at 780-702-2499 or toll free at 1-866-241-2221 or by e-mail at solutions@predictablefutures.com.



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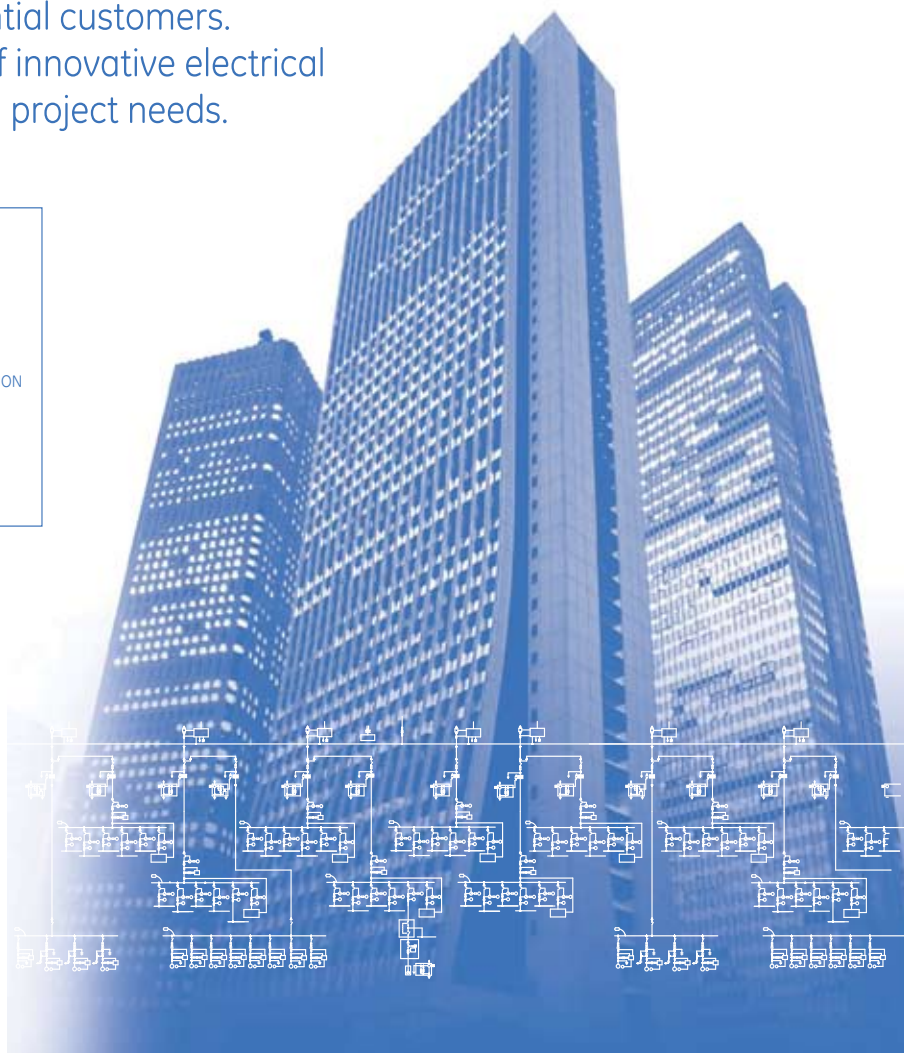
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Toolbox Talks

020: CRANES AND HOISTS

Non-operator

Cranes and hoists can pose hazards to people who are not operating them. Thus, observe the following rules if you are in the operating area of a crane or hoist but are not operating it.

Avoid or leave the area, if you can. For example, if your work is on the other side of the crane area, walk around the crane area rather than through it.

Stay alert. Pay attention to the crane operator, load, and signalman.

If you are with another person in the operating area, warn that person of the crane dangers. Do not let yourself be distracted by conversation. Your mission is to make it through the area without a crane-related incident.

Obey all warning signs, including tape.

Do not make any gestures to the crane operator, if there is a signalman or ground assistant person. Let that person be the single point of contact to the crane operator.

Follow orders given by the signalman.

Stay out from underneath crane loads. Never ride on the load or rigging.

Signalman

The signalman is an extra set of eyes and ears for the crane operator. The signalman can prevent many types of crane mishaps simply by asserting his or her authority.

Take command of the area. Use proper hand signals or radio communications.

Focus on the job at hand. Even the site superintendent will seldom interrupt you, unless it's an emergency, because your job requires 100 per cent attention.

Pay attention to the operation area, and watch for changing circumstances.

If others enter the area and their presence may be a problem, signal the crane operator to stop until the area is clear.

Operator

Ensure the equipment inspection report is current.

Assure crane is setup in proper manner including use of outriggers on stable ground.

Before operating the crane or hoist, test the warning signal or warning device, brakes, and controls.

Only a qualified employee can operate a crane – ensure you are qualified for the crane you are using. Simply being authorized isn't enough. If you are not qualified on that equipment, let your foreman know this if your foreman asks you to use it.

Never permit an unauthorized person to operate the crane or give the signals.

Never carry a load over other people.

If other people walk under your load, maintain course and speed. A sudden stop may dislodge the load. If you are in contact with a signalman or other ground assistant, have that person remove the other people from the area.

Never allow anyone to ride on the load or the hooks.

If a load appears to be rigged improperly, lower it and have the ground crew adjust it for stability.

Use smooth movements when operating the crane.

Maintain proper distance from energized electrical power lines and be alert for other overhead obstructions.

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PRESIDENT'S MESSAGE

By Brad Vollmer



Over the past two years as president of ECAO, I have had the privilege to visit many of the area ECAs and to learn more about the diversity and strengths of our association's members. ECAO recognizes that its strength comes from active area ECA participation and encourages it at every opportunity.

My term began by working with the board, the Electrical Trade Bargaining Agency and area presidents to develop a strategic plan for ECAO based around strong regional representation, participation and better communications.

The execution has taken different forms in different areas, ranging from re-building one area ECA from the ground up, to filing a local area modification on behalf of another, and by simply promoting ECAO services available exclusively to area ECA members.

Another element in the process has been the active recruitment of signatory (but non-member) contractors into local area membership, including prompt membership invitations to newly organized shops. Through these efforts, membership in area ECAs and ECAO has increased by 10 per cent in the year since our last annual meeting.

Communication capability has improved dramatically as well. Asso-

ciation staff has improved the email communication ratio to 88 per cent of contractor contacts from 45 per cent one year ago. By utilizing a fax service for critical communications, ECAO can now reach 96 per cent of its members with hard copy within minutes.

The contractors who serve on the Member Services committee are also working hard at promoting the benefits of membership by presenting ECAO member advantage talks at area ECA events.

The concern expressed over the short-term viability of some area ECAs as identified in the strategic plan and talk of mergers as a potential solution appears to have lost some of its urgency. This is the result of continuing economic growth and the revitalization efforts which have been implemented. Aside from the ECAO/ETBA intervention in Georgian Bay, there has not been a need for drastic measures.

On the labour relations front, the ETBA successfully renewed the No Strike/No Lockout bargaining system and concluded a negotiated agreement with the IBEW allowing for another three years of stability during these relatively good economic times.

As I prepare to turn the presidency over to Fred Black, I can say that

ECAO has successfully fulfilled the first phase of its plan. The membership is growing both locally and provincially, area ECAs and ECAO are promoting the value of membership, the labour relations environment is stable for another three years and communication capabilities are at their best.

These accomplishments are not results in themselves; they are tools for allowing us to focus on the very serious challenges that will confront the new board and officers going forward.

The strategic plan identified a number of industry issues which are current and need attention.

First there is the issue of getting paid for work properly performed and dealing with the results (whatever they may be) of the Kennedy Lien Act appeal. The ECAO is committed to establishing a special task force to investigate payment issues, recommend remedies and promote change in legislation and industry practice.

Secondly, the electrical trade, which is the foundation of our business is in danger of being dismantled by regulators due to perceived skill shortages, to provide access to business opportunities for a broad range of quasi-electrical "specialists" and to provide employment for those not qualified for a full license.

2007 ECAO annual report

Thirdly, ECAO must continue to be concerned about loss of market share. The current record level of man-hours disguises the fact that market share is slipping. As the infrastructure renewal program continues to tax our capacity and inflate the man-hours, someone else is doing our traditional work.

I know you can be counted upon to support Fred Black as you supported me when we address these challenges and begin implementing the next phases of the ECAO plan.

In conclusion, I would like to acknowledge the commitment and hard work of the ECAO directors and committee members, the ETBA rep-

resentatives and ECAO staff. Thanks to all of you for your contribution to the growth of ECAO and for making my presidency rewarding on both the personal and corporate level.

EXECUTIVE VICE-PRESIDENT'S MESSAGE

By Eryl Roberts



Preserving the Trade

Two years ago when Dave Mason handed the presidency of the Electrical Contractors Association of Ontario over to Brad Vollmer and at the same time launched the new ECAO strategic plan, I wrote some thoughts in the annual report regarding future challenges that the new plan would have to address. In addition to the standard concerns about labour relations and getting paid was the observation that the electrical trade is "under attack." Regardless of the importance of the more traditional challenges presented by unions and general contractors; it was this vision of the trade under siege which prompted the most feedback from my message. It

seems that the entire industry has taken the building block of trade certification for granted for so long, and it has served the industry so well, that any suggestion it is in peril is difficult to believe. This is particularly true at the time of implementing province-wide licensing of contractors, when the electrical trade has achieved a virtually seamless system of certification from apprentice through master electrician.

Elsewhere in this magazine Gary Lehman has published an editorial summarizing his concerns for the future of the trade based on public policy initiatives of which he is aware, which when taken together suggest a complete rethinking of trades quali-

fications by the powers that be (see page 12).

Let's start at the top and review the challenges.

First, at the national level, there have been a number of labour market studies written which promote the skills shortage agenda. Skill shortages have been identified in some trades and the hype has been extrapolated in the media to cover all trades, including electrical. It took a study by the Ontario Construction Secretariat (OCS) to cast some doubt on this idea and cause policy makers to look deeper into the issue on a trade by trade basis in the province.

In order to facilitate construction at the tar sands and

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winter Olympics projects, British Columbia and Alberta have signed an agreement for portability of trades and a relaxation of the Interprovincial Red Seal program. In Ontario, the Liberals have entered into a new agreement with Quebec covering labour mobility for trades which does not recognize national standards. In each case the national standards have been sacrificed for some political or economic expediency.

We understand that the Council of Canadian Directors of Apprenticeship (CCDA) has commissioned a study to consider the deconstruction of five trades (including electrical) into a number of skill sets in order to break up the trade and the businesses which grow out of them.

Skills shortages in the western provinces have caused policy makers there to implement radical changes to their trades training system. British Columbia has already overhauled its system, downloading much of the trades training responsibility to industry. Alberta (a net poacher of skills from other provinces) is considering removing components from the electrical trade, like cathodic protection, and creating new stand-alone trades of them.

On the regulatory side, the oil patch is promoting an Objective Based Industrial Electrical Code (OBIEC) which eliminates the prescriptive Canadian Electrical Code and could lead to the use of non-electricians to perform electrical work on some industrial projects. ECAO and other provincial ECAs have registered their concerns with CSA on this matter through the Canadian Electrical Contractors Association.

In Ontario, the Ministry of Training, Colleges and Universities passed a regulation permitting air conditioning mechanics to wire AC units back to the electrical panel, without first consulting the electrical trade. At the time of writing this report, the issue is again under review following strong opposition by the electrical trade.

Again at the Ontario provincial level, the fast-tracking of certification for foreign trained trades and professionals and granting them provisional trade licenses is something that was in the Ontario Liberal agenda prior to the last election. (Provisional licensing is the granting of licenses to individuals from other jurisdictions that do not meet Ontario trade standards). ECAO met with Alvin Curling immediately following his pre-election announcement of the fast-track concept to offer our assistance in establishing essential skills and other services to make the concept work at full potential. No call for assistance ever came from the newly elected Liberal government.

Since that time ECAO along with representatives of other compulsory trades developed a comprehensive review of provisional licensing and presented a number of recommendations to make the process work better. To date the MTCU has not officially responded.

What they have done however, is try to force a change in the journey person to apprentice ratio to satisfy the Liberal election pledge to increase apprenticeships to 27,000 and to placate some elements within the non-union and industrial sector. All this in spite of the fact that elec-

trical has one of the lowest ratios among the trades and no immediate shortage of electricians in the unionized sector.

Much of the pressure results from long-term neglect by the government in their continuing refusal to enforce the compulsory trades. Over the years a culture of noncompliance has been spawned which undermines the credibility of the compulsory trades and lends credence to the case of those who wish to dilute your vocation. I would argue that the lack of enforcement has contributed directly to the lower completion rates in the non-union sector and therefore demands for more apprentices by them and by industry. In the absence of enforcement and the discipline required to graduate journeypersons, this push for more apprentices looks like just another call for cheap labour.

What the promoters of trades deregulation do not understand is that they are undermining the value of the certificate of qualification which is the vocational passport for some 30,000 active Ontario electricians. Once these folks understand what is happening to their trade and how it is depreciating the value of their trades training, there will be major political consequences.

As Ontario moves towards its election in October, ECAO and its industry partners must work to maximize their political leverage on this issue and position the industry to preserve and grow the trade under the next mandate.

CONTRACTOR & INDUSTRY STANDARDS

Gary Beer,
Jay Electric Ltd. & Enerscan Control (Chair)

Ed Braithwaite,
C & C Enterprises Electrical Construction Limited

Glenn Carr,
Campbell & Kennedy Electric (Ottawa) Ltd.

Wayne Crockett,
Lockerbie & Hole Eastern Inc.

Garry Fitzpatrick,
Fitzpatrick Electrical Contractor Inc.

Wayne Gatien,
PowerTel Utilities Contractors Limited

David Mason,
D. J. Mason Electric Co. Ltd.

Case Opdam,
Opdam & Associates

Dan Toppazini,
Weinmann Electric Ltd.

Eryl Roberts,
ECAO (Secretary)

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.

During the course of the year, the chair of the Contractor & Industry Standards committee changed hands – many thanks to Glenn Carr for his many years of leadership and to Gary Beer for taking on this important role for the association.

Electrical Contractor Registration Agency and Provincial Licensing

The original purpose of the Electrical Contractor Registration Agency of ECAO (ECRA) was to administer a provincial system of examining and registering master electricians and electrical contractors.

On March 17, 2006, ECAO officially transferred ECRA to the Electrical Safety Authority, including all rights to the pre-exam course, logos and registrant data.

The regulation enabling province-wide licensing was approved in November 2005 and the one year transition period commenced January 1, 2006. The ECRA of ESA began accepting applications for Master Electrician and Electrical Contractor Licenses on July 1, 2006 with the objective to have all contractors licensed in time for the January 1, 2007 start date. At the time of writing this report, about 3,500 contractor licenses and 1,300 provisional contractor licenses had been issued by ECRA of ESA.

The advent of province wide licensing has spurred demand for the pre-masters exam course. More than 2,000 electrical workers have taken the course over the last year, giving industry standards a significant boost.

Glenn Carr and Gary Beer represent ECAO on the ECRA of ESA board and Glenn Carr is its first chairman. Other constituents of the board are from ESA, government, Ontario Electrical League and consumers.

Standard Practices

ECAO continues to be involved in the Kennedy Electric vs. Rumble Automation case where 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 a number of other stakeholders, funded the appeal of this decision in the Divisional Court. In a split decision, the court upheld the original decision.

In March of 2006, the ECAO board approved supporting a further appeal to the Court of Appeal for Ontario. The Appeal was heard on April 25, 2007. The panel reserved judgment with no decision being issued at the time of writing this report.

ECAO is working with the Council of Ontario Construction Association's (COCA's) Construction Lien Act

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committee to develop amendments which will, among other things, ensure that the Construction Lien Act covers industrial process work, regardless of the outcome of the legal process in the Kennedy case.

The committee gets involved in other standard practices issues as well, including combating reverse auction tendering, promotion of bid depositary to the provincial government and maintaining relations with Infrastructure Ontario.

The new ECAO strategic plan makes the payment issue a priority and assigns the responsibility for education, research and policy

development to the Contractor & Industry Standards Committee.

ESA Relations

Maintaining relations with ESA is one of the more important roles of the Contractor & Industry Standards committee. The Contractor & Industry Standards committee supports ECAO representatives on a number of ESA committees and councils. The Contractor Advisory Council (CoAC) is comprised of thirteen industry representatives, including, from ECAO:

- Gary Beer
- Glenn Carr
- Dan Lancia

- Frank Talenti
- Joe Spadafora
- 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 Appeals Tribunals.

As noted above, the ECAO also participates in both the ECRA Board and ECRA Master Examining Board.

HUMAN RESOURCES DEVELOPMENT

Fred Black,
Stevens & Black Electrical Contractors (Chair)

Gary Carr,
Bright Electric (Peterborough) Ltd.

Gary Ganim,
Betron Electric Ltd.

Ron Goode,
Ferguson Electric Limited

Scott Kenyon,
E. S. Fox Ltd.

John Wright,
Ontario Electrical Construction Co. Ltd.

Susan Boorman,
ECAO (Secretary)

The Human Resources Committee has continued their commitment to provide training and information sessions to the ECAO membership. In the fall of 2006 several workshops were conducted on the Addendum to the Electrical Contractors Guide to WSIB, which were offered in several locations across the province. The focus of the workshops was to

provide updated information on regulatory changes within WSIB, for example Early Safe Return to Work. Participant feedback indicates they had a clearer understanding of the regulations and found the workshop to provide an excellent refresher on the proper use of forms and reporting processes. The Electrical Contractors Guide to WSIB is currently

being rewritten and will be available for distribution sometime in the late fall of 2007.

Another hot topic of interest within the electrical industry is ARC Flash hazards. ECAO has coordinated numerous workshops with CSAO to deliver information sessions on Electrical Regulations Updates 2006 and ARC Flash Hazard Awareness.

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These sessions have been very well attended and come highly recommended from those contractors who have participated in the workshops. These workshops are delivered at no charge to the industry and can be conducted at any location across the province.

The above workshops can be arranged to be delivered in any area within the province by contacting Susan Boorman at sboorman@ecao.org.

Future Building 2007 was held in Ottawa this spring, and was very well attended by over 6,000 grade seven through grade 12 students. The interactive booth was overwhelmed with enthusiastic students participating in a variety of hands on projects which provided them with opportunities to gather information from the trade volunteers and obtain a small glimpse at the trade of electrician. The HR committee continues to promote the awareness of the electrical trade through this event and others such as the 2007 Ontario Skills Competition held in Kitchener in May.

Electrical Project Supervision training continues to be delivered in British Columbia, Saskatchewan, and Ontario. Other provinces are exploring the possibility of having the program delivered in their areas.

Provincial Advisory Committee for the Electrical Trades continues to meet on a bi-monthly basis with HR Committee representatives acting as resource to the committee. Agenda items which continue to be discussed are Ratios, Trade Splintering, Provisional Certification and Exemptions. Six representatives currently serving on the PAC will be leaving as their terms have been completed. ECAO continues to promote the application for a representative from the Ottawa area to sit on the PAC. MTCU advised the PAC at their last

meeting in April that all PAC representative applications are being reviewed by Minister Bentley and his decision on the appointments to the committee should be concluded sometime in May.

ECAO Contractor Guide to Accident Prevention Education Program (APEP) is being developed as an information guide to contractors and their safety representatives. This guide will provide information on what APEP is and the contractor's obligations to training under the program. A first in a series of information bulletins will be distributed to ECAO contractors starting in the summer of 2007. The HR Committee will be encouraging contractors and their safety staff to respond to these bulletins with questions, concerns and comments on the subject of APEP training, which will then be addressed in the guide.

COCA Occupational Health & Safety Committee is regularly attended by ECAO staff to discuss and have input on a variety of issues concerning health and safety within the construction industry. Presently the committee is involved with WSIB on the Consultation Paper on Accreditation for Ontario Workplaces. Below is an excerpt from the Executive Summary of the consultation paper.

To fulfill the promise of its prevention mandate and leadership role, the WSIB proposes to establish a work place health and safety accreditation program, in consultation with key participants and stakeholders.

Workplace health and safety accreditation was proposed because it has the potential to promote the systematic prevention of injuries, illnesses and fatalities and to reduce the human, financial and societal costs they entail.

In this context the term "accreditation" refers to the recognition that a workplace's occupational health and safety (OH&S) policies and programs meet an accepted standard.

The primary purpose of an accreditation program is to promote the adoption of a health and safety management system that includes world class policies, programs and practices in Ontario workplaces. An essential part of this objective is to recognize employers or organizations that have superior health and safety programs and performance, and who encourage others to achieve similar results.

ECAO Board of Directors and HR Committee members had the opportunity to review the consultation paper and provide their responses which were submitted to COCA's OH&SC.

Assurance has been given that this is a voluntary program and other existing accreditation programs such as the Quality Connection Health & Safety Program will be recognized. Recognition of other existing programs will go through a screening process to ensure that elements within these existing programs match those of the WSIB program. In other words there may be one or two elements that are not within an existing program that will have to be completed in order to be accepted for recognition. Therefore the entire program does not have to be completed just the missing elements.

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MEMBER SERVICES

Brad Walker,
Laframboise Mechanical-Electrical Ltd. (Chair)

Ed Braithwaite,
C & C Enterprises Electrical Construction Limited

Gary Carr,
Bright Electric (Peterborough) Ltd.

Greg Galbraith,
G. E. Galbraith Electric Ltd.

Bob Ritzmann,
Trade-Mark Industrial Inc.

Lucy Roberts,
ECAO (Secretary)

Member Advantage Program

The member services committee of ECAO uses the collective purchasing power of the entire membership in order to obtain products and services at discount rates which would not ordinarily be available to individual companies. ECAO has teamed up with key providers to the electrical industry to help members save on items and services they use every day through negotiated price reductions and value-added packages. These benefits of membership are only available to current members of ECAO and include:

- ECAO has partnered with Avis to provide the members with great discounts and value-added offers on leisure and business travel.
- **Publications** produced by ECAO, the Canadian Electrical Contractors Association (CECA) and the National Electrical Contractors Association (NECA) in the U.S. ECAO members have access to publications at member prices through ECAO's affiliation with CECA and NECA.
- **Choice Hotels** discount plan provides discounts for business and leisure accommodations for owners, employees and mobility workers. You'll receive discounted room rates, room upgrades (subject to availability), free coffee and a newspaper, plus free local calls, data ports and continental breakfast at most locations.
- **Corporate Express** is ECAO's preferred supplier of office products in terms of overall value, quality of service, product offering and customer service. ECAO members receive 48 per cent off the retail price without the need to search multiple suppliers.
- Members can take advantage of professional web site development services from **Digital Internet Group** at specially reduced rates for ECAO members. Prices range from \$400 for a single page, \$800 for 3 pages or \$2,800 for a full website (5-10 pages). For members with unique needs, a fully customized online solution can also be provided.
- **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.
- **Federated Insurance** provides ECAO members with preferred rates on commercial general liability and property insurance as well as personal lines such as home and auto.
- **Jim Peplinski's Leasemaster National** provides ECAO members with an individualized leasing experience at fleet leasing rates.
- **Lumbermen's** has been providing credit reports since 1915 and is widely considered to be the most up to date and factual source for construction and project credit information. The ECAO program is \$895 plus GST annually and includes:
 - Ontario Weekly Lien and Litigation Bulletin
 - 10 On File or 5 fully updated Credit Reports Construction
 - Project Credit reports
 - Third Party Collection Services
 - Five (5) free Legal Demand Letters
 - Construction Lien Registrations, and
 - Litigation Services.
- ECAO members and their employees are entitled to a 10

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per cent discount from Mark's Work Wearhouse on Mark's and Dakota Work Pants & Shirts, Coveralls, Overalls, Carhartt & Helly Hansen Merchandise, DH & Dakota Jeans, T-shirts, Polo's, Sweatshirts, Work Gloves, Safety Accessories and CSA Approved Safety Footwear.

- **MERX** is the most complete source of public tenders, private tenders, U.S. tenders and private-sector construction news available in Canada. ECAO members receive a 10 per cent discount on their Private Construction Service.
- **NEBS** has everything to be your top business resource with cheques, business forms, office supplies, promotional and advertising items, work apparel, labels and envelope printing - plus expert advice to start, promote and manage your business. ECAO members receive 10 per cent off of products purchased for the first time and 5 per cent off product re-orders.
- **The Quality Connection Health & Safety Program** provided by the Joint Electrical Promotion Plan available exclusively to ECAO members.
- ECAO's Health & Welfare Insurance and Group RRSP/Pensions for non-bargaining unit employees are provided by Skipwith & Associates. Our relationship with Skipwith & Associates spans a decade and is one of our most valuable member advantages.

Contact Us

Visit the members section of the ECAO website at www.ecao.org and click on "Services for Members" or contact the ECAO office at 1-800-387-ECAO to get all the details!

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.

ECAO will be conducting future surveys on-line in order to save members time and money in obtaining this valuable feedback.

New Products

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

- **Canadian Automobile Association (CAA)** Corporate Discount Program for emergency road service, travel assistance and a wide range of savings and discounts on merchandise.
- **Industrial, commercial and investment mortgages through Mortgage Intelligence**, a GMAC company and Canada's premier mortgage brokerage firm with over 900 Mortgage Intelligence Consultants and associates across Canada.

Associate Membership

The purpose of the associate members program is to organize and promote the activities of those persons, firms, and corporations who are directly or indirectly involved with the electrical contracting industry; to promote better relations between electrical contractors and those who provide support services to the contractors; and, to promote high professional standards for the conducting of business to the betterment of the industry and the consumer.

The ECAO Associate Member class has increased steadily since it began a few years ago. Associate Member's receive the highest priority for networking opportunities with the membership and are listed prominently on the ECAO website.

The Associate Members' Executive Council which advises ECAO on Associate Member relations is comprised of five categories and is represented by the following individuals:

- Bob Stelzer, Electrical Safety Authority (Inspection or Certification Agency)
- Steve Moreau, Moeller Electric (Manufacturer)
- Bob Lawday, Hesco Electric Supply (Distributor/Supplier)
- Debbie DeCaire, Skipwith & Associates Insurance Agency Inc. (Consultant/Soft Services Supplier), and
- Rob Milner, Flir Systems Ltd. (Other).

The Associate Members and others will be participating in a Product Exposition this June at the Ottawa Congress Centre held in conjunction with the CECA 2007 National Industry Conference which is being hosted this year by ECAO. The tradeshow will provide delegates with valuable resource information and an opportunity for education and networking with our industry partners.

The Associate Members' Executive Council is currently planning the 2008 ECAO Calendar, which will be arriving on your desks by December of this year and will be an informative and relevant planning tool for electrical contractors.

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PUBLIC RELATIONS & COMMUNICATIONS

Jack Gibson,
Aecon Industrial (Chair)

Doug Cormier,
BML Multi Trades Group

Ken Crawford,
C & M Electric Ltd.

Tim Krause,
Ecco Electric Limited

Bob Lawday,
Hesco Electric Supply

John Raepple,
John Raepple Electric Ltd.

Lucy Roberts,
ECAO (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. The PR committee has welcomed two new members – Bob Lawday, representing the Associate Member category and Tim Krause from the Niagara area. Thanks to retiring committee members Robert Steven, Corrol Technologies and George Boals, Seymour & Boals for their past participation.

Electronic Communication/ Web Development

ECAO continues to use its website as the primary source of information for members. New this year will be a “Frequently Asked Questions” section or “FAQ” which will provide information for members, staff and the general public. Questions may be posed by web users which will then be answered by ECAO staff and added to the databank for future reference by others.

The “Find a Contractor” section continues to be a primary target within the ECAO website and is an important marketing strategy for the members, particularly those that do not yet have their own website. It is also the focus of promotion efforts by ECAO at tradeshow such as PM Expo held in early December and the Springfest show held in April every year.

ECAO continues to promote the use of electronic communication to its members where possible. Electronic communication reduces the costs associated with communicating timely information to the membership and allows ECAO to make the best use of valuable resources. ECAO has drastically increased its email penetration over the past year and is currently at 88 per cent. ECAO has also begun to distribute its E-Newsletter which will complement hard copy mailings.

Annual Meeting/Industry Conference

ECAO is hosting the CECA 2007 National Industry Conference &

Product Exposition this year in Ottawa, Ontario. With a theme of “Change is Good!” the conference will also feature a tradeshow component which will be held every three years in conjunction with ECAO’s conferences when held in Ontario. ECAO is looking to Europe for 2008 and will be choosing between Portugal and Spain. Details will be revealed during the Ottawa conference in June.

Member Recognition

ECAO’s Scholarship Program, which began in 2005, is open to children of ECAO members or employees enrolled in a post-secondary institution. Preference is given to those entering into a field of study related to the construction industry. The winner of the 2006 Scholarship Award was Kristy Berg (Aecon Industrial) from Cambridge. The Public Relations Committee has added another scholarship for 2007 providing ECAO members with two chances to win.

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 is pleased to announce that David Mason, D. J. Mason Electric was the 2006 recipient. ECAO also recognizes those member companies with exemplary safety records through the R. H. Carroll Safety Awards. Congratulations to Black & McDonald, BML Multi Trades Group, Lockerbie & Hole Eastern and Vollmer & Associates for their 2006 win.

ELECTRICAL TRADE BARGAINING AGENCY

Peter Bryant,
Esten Electric Ltd. – ECA Northern Ontario (Chair)

Rick Ball,
White Pine Electric Ltd. – ECA Thunder Bay

Doug Dinnwell,
*Western Mechanical Electrical Millwright Services Limited
- Georgian Bay ECA*

**George Docherty, Guild Electric Ltd./
John Higginson, Black & McDonald Ltd.**
- Greater Toronto ECA

Wayne Gatien,
PowerTel Utilities Contractors Limited

James Kellett,
*K-Line Maintenance & Construction Limited
- Line Contractors*

Erwin Krause,
Ecco Electric Limited - Niagara Peninsula

Dario Maola,
*DMW Electrical Instrumentation Inc.
- ECA Sarnia*

David Mason,
D. J. Mason Electric Co. Ltd. - ECA Hamilton

Brian McDonnell,
*J. V. McDonnell Electrical Construction/
Al Gordon, Al Gordon Electric Limited
- ECA London*

Edward Norman,
*Martin Electric (1986) Limited
- ECA Quinte-St. Lawrence*

Ray Porter,
*Ontario Electrical Construction Co. Ltd./
Bill Debosky - ECA Oshawa & District*

John Raepple,
*John Raepple Electric Ltd.
- ECA Central Ontario*

John Salvatore,
*Mid South Contractors LTD. (Electrical)
- Windsor ECA*

Johannes Ziebarth,
*Paul Ziebarth Electric Contractors Ltd.
- ECA Ottawa*

Eryl Roberts,
ECAO (Secretary)

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 EPSCA. 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

During the past year, the ETBA renegotiated the No Strike/No Lock-out agreement (Joint Proposal) with the IBEW-CCO. The process was complicated by the IBEW demand to negotiate language prior to renewal of the Joint Proposal. At the end of the process, language issues

primarily related to communications work were deferred for discussion to the first year of the new agreement.

A key concern of the IBEW was the subcontracting of communications, high voltage and other ancillary electrical work to non-signatories. While no language was agreed to, this matter will be an on-going concern between the parties.

The Principal Agreement was renewed across the table without the need for arbitration. The

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settlement of \$3.80 (\$1.10, 1.35, 1.45) represents a cumulative increase of 8.23 per cent over the three year contract.

As in the past, the Joint Proposal includes a post-negotiations wage adjustment mechanism which may increase the rate if other trades settle higher than the electrical does. An adjustment, if any, takes effect May 1, 2008 or later as determined by the Electrical Trade Joint Board.

The ETBA was required to intervene in a number of OLRB cases in 2007, many involving the use of the General Presidents' Agreement on work covered by the Principal Agreement. There are on-going cases related to inside/outside jurisdiction and age discrimination (the over 50 clause) which the ETBA stated in negotiations is void.

The ETBA has reviewed its responsibilities under the ECAO strategic plan and will re-issue Managing under the Collective Agreement, develop a grievance data base, and continue research for use in negotiations and market recovery efforts including Local Area Modifications.

The first Local Area Modification application was filed under the collective agreement in 2006. The application was filed on behalf of Niagara Peninsula ECA applying for significant relief for commercial work. Though the contractors bound to the agreement have only 25 per cent market share in the area on such work, the arbitrator denied the application. Regardless of the negative decision in this first case, the ETBA will continue to file Local Area Modifications wherever the need arises.

Renewal of the Joint Proposal (No Strike/No Lockout)

Prior to establishing the formal bargaining agenda, the ETBA and the IBEW-CCO renewed the Joint

Proposal. The no strike accord must be renewed by the parties and ratified by the area ECAs and the IBEW members before each round of negotiations.

The Joint Proposal was ratified on December 13, 2006 by more than 80 per cent of the IBEW members and 10 of the 13 area ECAs.

Through expiry of the current agreement in 2010, the industry will have been strike-free for 20 years. The last strike occurred in 1990.

Research

The ETBA will continue to perfect its market research throughout 2007 in order to invest additional authority into its market recovery, negotiations and local area modification agenda.

During 2007, ETBA will attempt to broaden the ESA permit market share research to provide more three dimensional views of union market share.

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
- John Raepple

Along with their IBEW counterparts, these members are responsible for governance of all joint activities between the ETBA and IBEW-CCO.

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
- John Raepple
- Eryl Roberts
- John Wright
- Johannes Ziebarth

The online fire alarm updating program is about to be launched after more than a year of development work. Beta testing commences in May and the course and exam should be live by September 2007.

During 2006, JEPP continued to review different methods for marketing unionized electrical contractors. A five point program including help for contractors to promote themselves, high level image campaigns, community involvement, client relations and local area initiatives is being implemented.

The promotion plan also provides an excellent vehicle for joint political action on issues where the ECAO and IBEW share interests. This attribute is best deployed on issues such as protecting contractor interests against utilities at the Ontario Energy Board and maintaining the integrity of the electrical trade through lobbying the government.

POWER & UTILITY SECTOR

James Kellett,
K-Line Maintenance & Construction Limited (Chair)

Ed Braithwaite,
C & C Enterprises Electrical Construction Limited

Tony Decuzzi,
Black & McDonald Limited

Wayne Gatien,
PowerTel Utilities Contractors Limited

Rick Hyatt,
Stacey Electric Company Limited

Mike Krueger,
PowerTel Utilities Contractors Limited

David Radtke,
Eptcon Ltd.

Susan Boorman,
ECAO (Secretary)

The Power & Utility Sector committee is responsible for representing the interests of the outside contractors in all matters including labour relations with the IBEW, regulatory affairs at the Ontario Energy Board, and manpower training and safety.

Contractor Licensing

Electrical contractor licensing has affected the line contractors where there is an overlap of their work jurisdictions. The original regulation did not take this into account and as a result left line contractors without an avenue to become licensed. To resolve the problem, ECAO requested ECRA of ESA to grant provisional licenses to line contractors in these circumstances and to develop a licensing program specific to line contractors prior to the expiry of the provisional licenses. The ECRA has complied with this request.

Collective Bargaining

Through the Provincial Joint Line Committee, the ECAO has nego-

tiated new terms and conditions applicable to the Section 17 and the Linework Agreement for Work Outside the ICI Sector. Some items that are unique to this sector include special room, board and travel conditions; new funding for provision of fire retardant clothing; and a new tuition and board fund for apprentices attending trade school.

Inside/Outside Jurisdiction

The PJLC has made the commitment to resolve the ongoing jurisdiction issues between inside wiremen and powerline technicians. This commitment was formalized in 2007 negotiations with the adoption of a process for resolving current and future disputes which involves adjudication by the IBEW international vice president.

Provincial Advisory Committee and Trades Training

Industry representatives continue to lobby the Ministry of Training Colleges and Universities through

the PAC to make the trade of Powerline Technician (434A) a compulsory trade. Compulsory certification will attract and retain more apprentices into the trade.

Throughout 2006 and into 2007 the line workers have participated in such career events as Future Building 2006 and 2007 to promote the trade of line workers. Enthusiastic students from grades seven through 12 participated in hands on demonstrations within the JEPP sponsored IBEW/ECAO exhibit booth this past March in Ottawa.

Another means of manpower development has been for the PJLC to develop a marketing/partnership package aimed at groups such as LDCs including Hydro One and large ICI end users to name a few. It is planned that promotion of ECAO/IBEW line contractors in the form of a partnering proposal will encourage outsourcing of more work. By encouraging contracting out, contractors will be able to train

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more workers to staff the contractor and utility industry.

Power Line Technician Diploma Program – Cambrian College

Cambrian College in partnership with the Electrical & Utilities Safety Association (E&USA) is delivering a college administered course for a Power Line Technician Diploma Program. This program will have the capacity to train 24 students per semester. Fall and winter semesters have been successfully filled due to the good response to the program. Cambrian College reported that they have received five times the number of applicants than the program can accommodate.

E&USA is participating in this program by delivering the vestibule training for 1st and 2nd semester

line training. ECAO is on the management board of the program.

The industry approved a \$25,000 donation to Cambrian College to assist in the outfitting of the program for tooling and to encourage the co-op students to take their internship with contractors.

Regulatory Affairs

The ECAO has been active at the Ontario Energy Board and the Ministry of Energy ensuring that utilities abide by the various codes such as the affiliate relationships code (ARC). These codes are supposed to enforce fair competition but are frequently under attack or are skirted by many utilities.

ECAO has intervened at the OEB to attempt to block a major

effort by the Electrical Distributors Association (EDA) to amend the licenses of many LDCs in such a way as to thwart the ARC. EDA has also attempted to lobby for regulatory amendments that would permit utilities to perform electrical and line work related to street lighting and traffic signals. ECAO has registered its objections with the Ministry of Energy.

Much of this recent action by utilities is the result of enforcement activities by the OEB against non-compliant utilities.

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Ed Braithwaite - 1995 – 1997

Garry Fitzpatrick - 1997 – 1999

Case Opdam - 1999 – 2001

George Boals - 2001 – 2003

Dave Mason - 2003 – 2005

**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

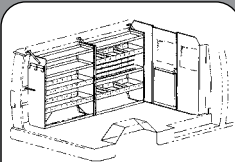
- To present a favourable contractor image to our customers and industry colleagues
- To provide information by news media and research reports, which will keep members up to date on industry and business trends
- To develop, promote and administer training programs, which will advance the technical 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

The Electrical Contractors Association Northern Ontario (ECANO) was pleased to have Brad Vollmer and his wife in attendance at the annual Ladies Night Dinner Dance, which took place March 3 in Sudbury, Ontario.



Pictured from left to right are: ECANO director, Jim Furchner, ECAO president, Brad Vollmer and ECANO chairman, Chris Krueger.

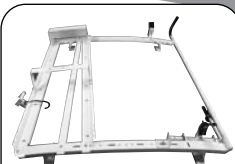
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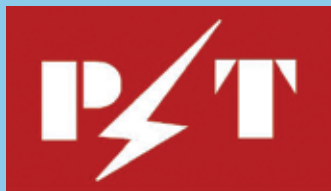


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ONTARIO'S CONSTRUCTION OUTLOOK

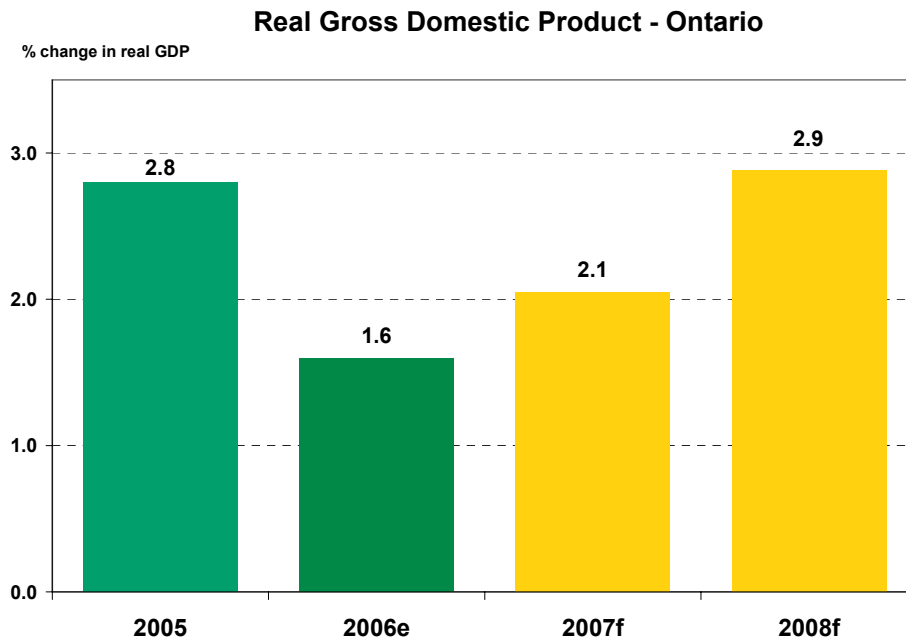
By Katherine Jacob

ECONOMIC SUMMARY

– Ontario and the Regions

- CENTRAL ONTARIO • GTA • SOUTHWESTERN ONTARIO
- EASTERN ONTARIO • NORTHERN ONTARIO

ONTARIO



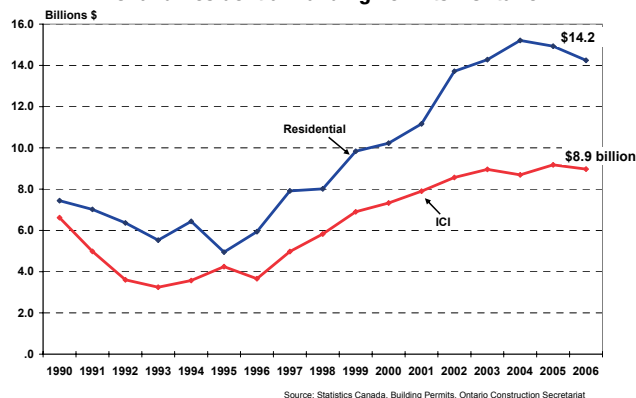
Based on Real Gross Domestic Product at basic prices in 1997 dollars
Source: RBC, Scotia Bank, Bank of Montreal, TD Economics, Ontario Construction Secretariat economic forecasts - Jan/ 07

Ontario's economy is currently experiencing the weakest growth in the country. The consensus forecast, based on the an average of the most recent financial institution forecasts, shows a sharp downgrade to the economic growth outlook over the rest of 2006 and into 2007 compared to forecasts at the beginning of 2006. The culmination of a continuing strong Canadian dollar, a weakening U.S economy and high energy prices have resulted in GDP growth projections of only 1.6 per cent in 2006, down from the 2.7 per cent forecasted earlier

in the year. The forecast for 2007 has also been downgraded with GDP growth expected to only increase by 2.1 per cent rather than the 2.6 per cent predicted earlier in the year. The longer term outlook for 2008, however, is expected to remain inline with the previous expectations and rebound to about 2.9 per cent led by healthy domestic economies and the combined effects on net trade stemming from currency depreciation and declines in commodity prices.

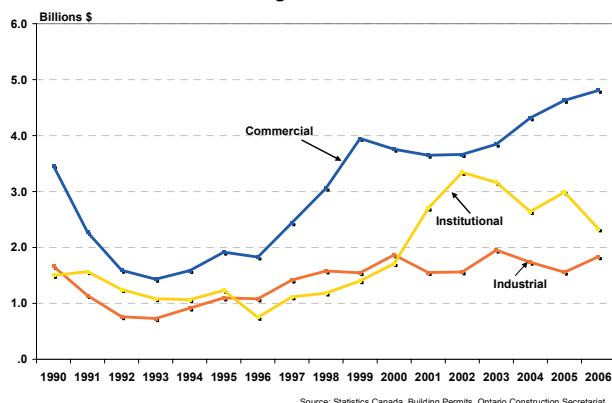
ONTARIO *continued*

ICI and Residential Building Permits - Ontario



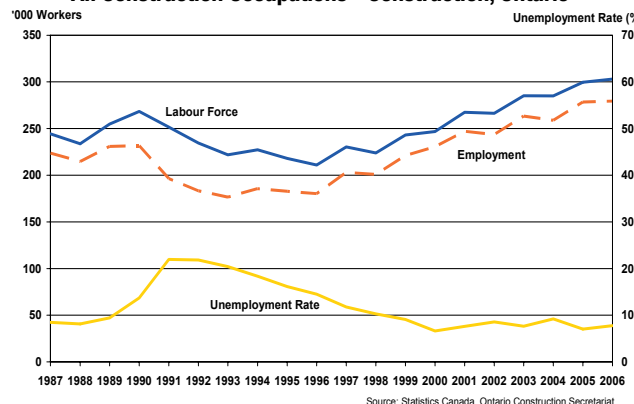
ICI building permits ended 2006 at \$8.9 billion which was just shy of the record high realized in 2005. Modest increases in the Commercial sector and an 18 per cent increase in Industrial building intentions were offset by a 22 per cent drop in Institutional permits issued. Although weakening, Ontario continues to be a stable market with some regional market variation.

ICI Building Permits - Ontario



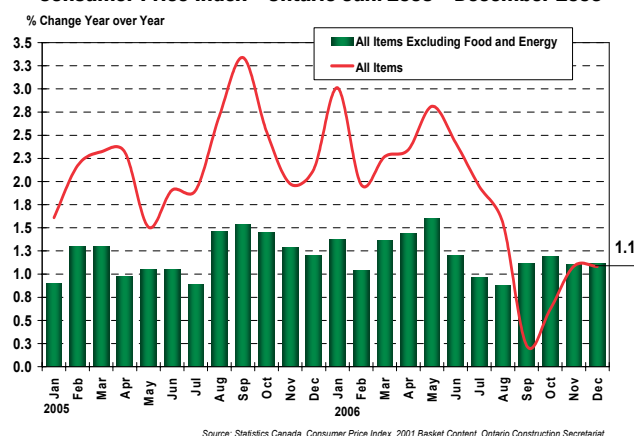
The construction labour market in Ontario remained flat in 2006 with a labour force of just over 300,000 people and an employed workforce of 280,000. The unemployment rate increased slightly from 7.0 per cent to 7.8 per cent. To date, Ontario has not seen a significant movement of workers to Western Canada, but we are starting to hear adhoc reports of workers going West as work slows down in different regions of Ontario.

Labour Force, Employment and Unemployment Rate
All Construction Occupations - Construction, Ontario



Ontario's core as well and total inflation rates were 1.1 per cent in December over the same period last year, reflecting the lower price of crude oil and gasoline compared to the spikes witnessed last year following hurricane Katrina. A consensus forecast predicts Ontario annual inflation to remain at a stable rate of approximately 1.9 per cent through 2006 and dip lower to 1.6 per cent in 2007.

Consumer Price Index - Ontario Jan. 2005 - December 2006



CENTRAL ONTARIO

Central Ontario encompasses a large and diverse cross-section of Ontario including St. Catharines-Niagara, Hamilton, Kitchener-Waterloo, Brantford, Guelph, Orangeville, Barrie, Muskoka-Kawarthas and Peterborough. Central Ontario will continue to be a key growth area in the future. Currently, some areas are adjusting to new economic realities.

- Total value of residential permits fell for the third consecutive year after a decade of strong growth.
- ICI building intentions declined 10.7 per cent in 2006 to just over \$2 billion.
- After two consecutive years of falling building intentions, the Industrial sector experienced a 40 per cent increase in the issuance of building permits. However, with a total value of \$434 million, the Industrial sector only represents 20 per cent of total ICI permits in Central Ontario. This growth was not sufficient to compensate for declines in both the Institutional and Commercial sectors.
- The issuance of Commercial permits cooled modestly in 2006 after strong growth the previous year. With just over \$1 billion in commercial building intentions, this market will continue to offer building opportunities through 2007.
- Institutional markets continue to be strong in Central Ontario. Although permits issued were down 30 per cent in 2006, this follows a significant spike in 2005. Project data

reveals several new institutional projects are planned to start over the next few years.

- Construction employment (residential and non-residential) continues to grow in Central Ontario and reached 82,000 workers in 2006. This

is one of the tightest labour markets across the province with an unemployment rate of only 6.5 per cent.

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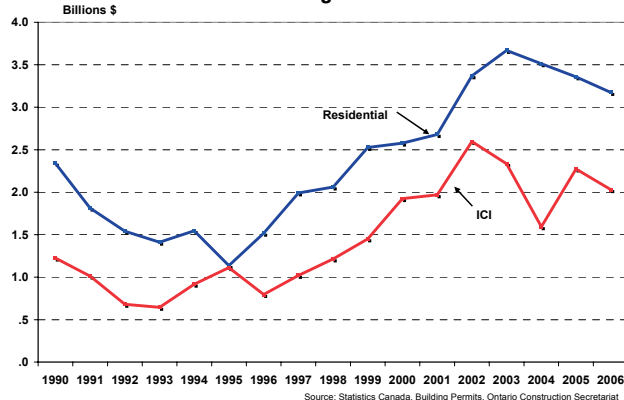
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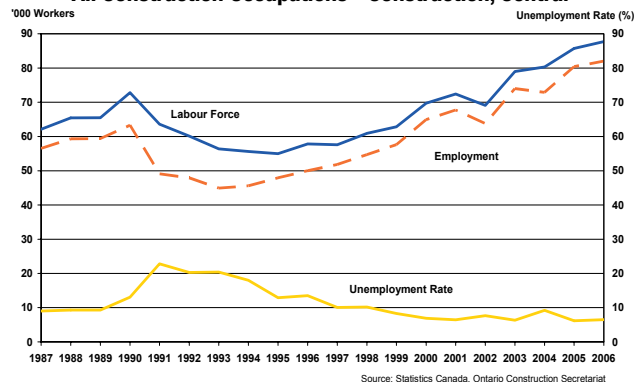
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CENTRAL ONTARIO *continued*

ICI and Residential Building Permits - Central Ontario



Labour Force, Employment and Unemployment Rate
All Construction Occupations - Construction, Central



2006 Central Ontario Permit Values

Sector	Value	Change
Industrial	\$433,687	↑ 40.0%
Commercial	\$1,057,066	↓ -10.8%
Institutional	\$538,829	↓ -30.8%
ICI Total	\$2,029,582	↓ -10.7%

TORONTO - GTA

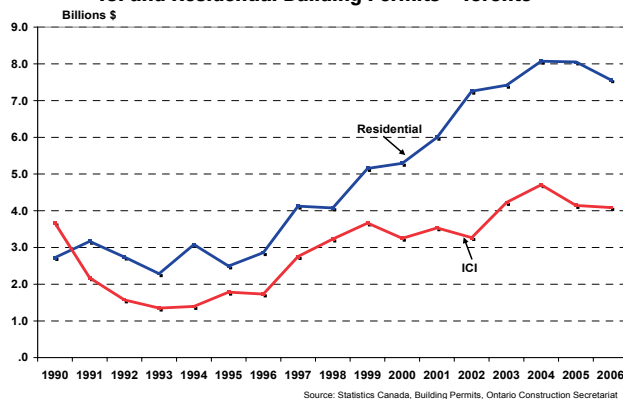
Construction activity in the GTA accounts for close to half of all construction in the province. Over the past two years, Toronto's economy has been constrained by a frail manufacturing sector. However, with an expected recovery in the manufacturing sector, several experts are predicting Toronto's economy will accelerate in 2007 and 2008.

- ICI building intentions remained flat in 2006 with a total value of \$4.1 billion.
- Commercial permits have been growing steadily and reached a new 15 year high of \$2.5 billion. At least two new Class 'A' office towers were confirmed in 2006 with construction to start in late 2006 or early 2007. Two new hotel/residences have received approval from City Council.
- Industrial permits recovered from a decline in 2005 and posted a 15 per cent increase in building intentions.
- Building intentions in the Institutional sector continued to decline and have fallen over 50 per cent in the

past two years from a peak level of \$1.4 billion. Major future projects include the new Oakville Hospital and redevelopment at Ryerson University.

- Construction employment in Toronto was 114,000 in 2006. This slight decline is a result of the slowing residential market and a leveling off of ICI work. Unemployment rates inched up to 6.6 per cent from 5.2 per cent in 2005.

ICI and Residential Building Permits - Toronto

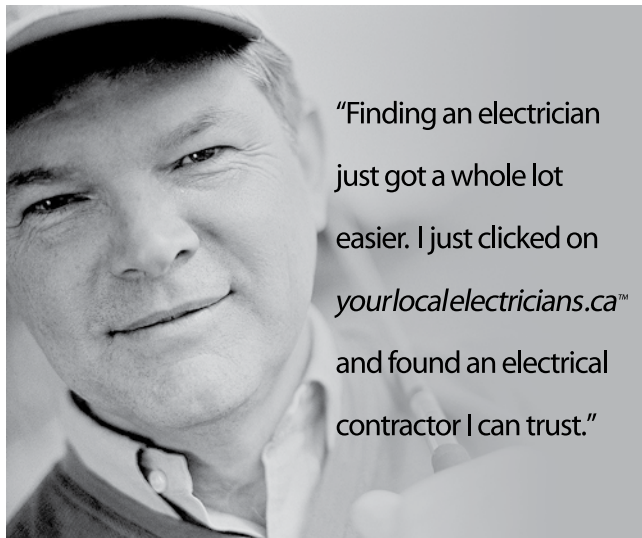
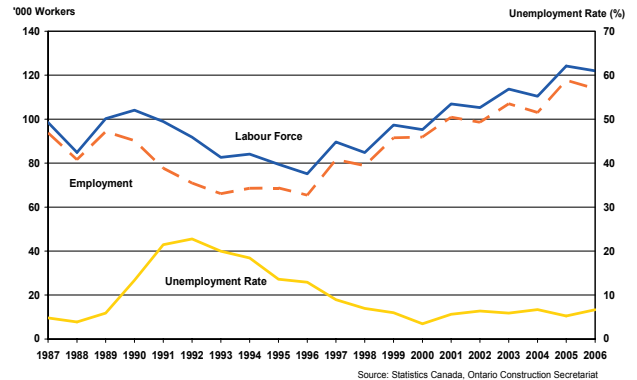


TORONTO - GTA *continued*

2006 Toronto ICI Permit Values

Sector	Value(000's)	Change
Industrial	\$845,452	↑ 15.0%
Commercial	\$2,469,762	↑ 7.4%
Institutional	\$775,536	↓ -30.0%
ICI Total	\$4,090,750	↓ -1.3%

Labour Force, Employment and Unemployment Rate All Construction Occupations - Construction, Toronto



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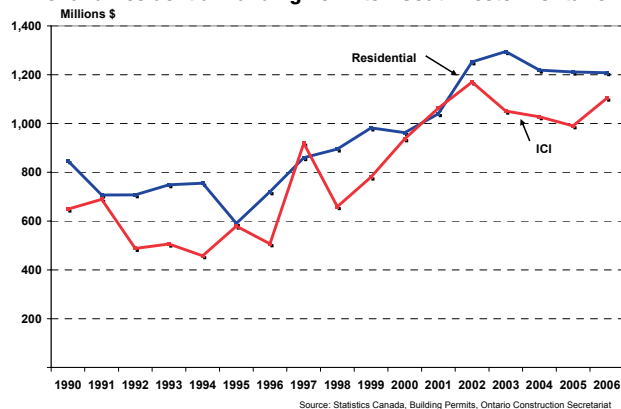
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SOUTHWESTERN ONTARIO

Southwestern Ontario is the only region to report increases in all three ICI sectors in 2006. Encompassing Windsor, London and Sarnia, Southwestern Ontario is a diverse region.

- Residential permits have leveled off over the past couple of years and ended 2006 at \$1.2 billion.
- ICI building permits regained some of the ground lost over the past three years and closed the year at \$1.1 billion; just shy of the record value issued in 2002.
- All three sectors contribute equally to the total value of ICI permits issued.
- The Industrial sector intentions reached a record high with the issuance of permits valued at \$376 million.
- Commercial intentions have been flat over the past five years at the relatively high level of \$378 million.
- Building intentions in the Institutional sector tends to experience more ups and downs as governments announce new funding programs. In Southwestern Ontario, Institutional permits peaked in 2002 at \$470 million dollars and ended 2006 with a strong \$350 million.
- A number of large hospital projects are anticipated to get underway in 2007 including the Bluewater Health Centre in Sarnia, Children's Hospital in London, Woodstock General Hospital and the Stratford General Hospital.
- Construction employment growth has fluctuated modestly over the past couple of years and was up to just over 35,000 workers in 2006.
- Unemployment rates fell to 7.2 per cent in 2006 down slightly from the 7.7 per cent recorded in 2005.

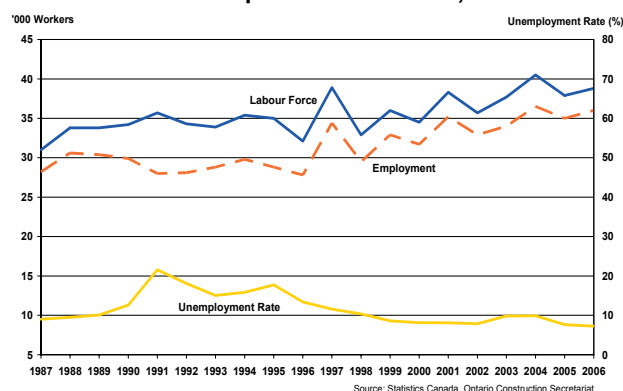
ICI and Residential Building Permits - Southwestern Ontario



2006 Southwestern Ontario Permit Values

Sector	Value	Change
Industrial	\$376,027	↑ 12.5%
Commercial	\$377,544	↑ 0.8%
Institutional	\$350,165	↑ 24.5%
ICI Total	\$1,103,736	↑ 11.5%

Labour Force, Employment and Unemployment Rate
All Construction Occupations - Construction, Southwestern



EASTERN ONTARIO

Eastern Ontario experienced stable economic growth in 2006 despite Ontario's slower economy. The two key cities comprising Eastern Ontario are Ottawa and Kingston, both of which have experienced solid construction activity over the past year. In fact, Kingston reached an all-time high in building permit activity. Ottawa is expected to achieve sustainable growth over 2007 and 2008 due, in part, to the resurgence of high-tech activity in Ottawa over the past two years. The cancellation of the light-rail project has dampened the construction sector outlook

- As in other parts of the province, residential permits have been softening over the past couple of years. The residential market is adjusting after a decade of significant growth. All signs point to a softening of the market and not a crash.
- ICI building intentions declined slightly in 2006 to \$1.27 billion from a record high of \$1.33 billion in 2005.
- Strong institutional and commercial markets have been driving the growth in ICI building intentions in Eastern Ontario over the past 10 years.
- Institutional permits issued in 2006 dropped to \$450 million in 2006 from an all-time high of \$680 million in 2005. Both Kingston and Ottawa anticipate a substantial amount of institutional construction activity in 2007.
- Commercial building intentions reached a new high in 2006; close to \$700 million. Major projects started include: Constitution Square Tower – Phase 3 and the Telus building in Ottawa and the Regional Sports and Entertainment Centre in Kingston.
- Industrial intentions account for roughly 10 per cent - 15 per cent of total ICI permits in Eastern Ontario and continue to hover around \$100 million.
- Construction employment in Eastern Ontario has been fairly stable for the past five years at just over 30,000 workers with an available labour force of 35,000.
- Unemployment rates have been stable at around 10 per cent.



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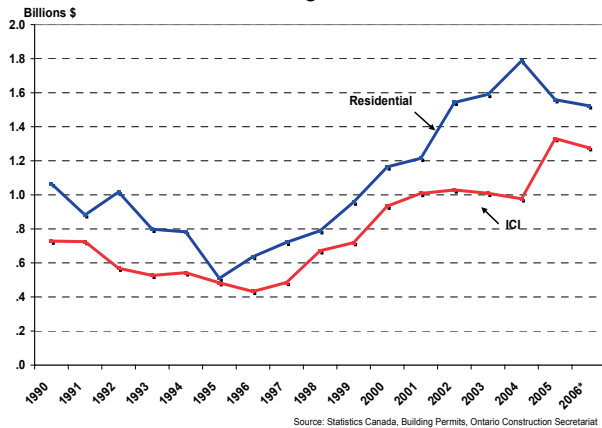


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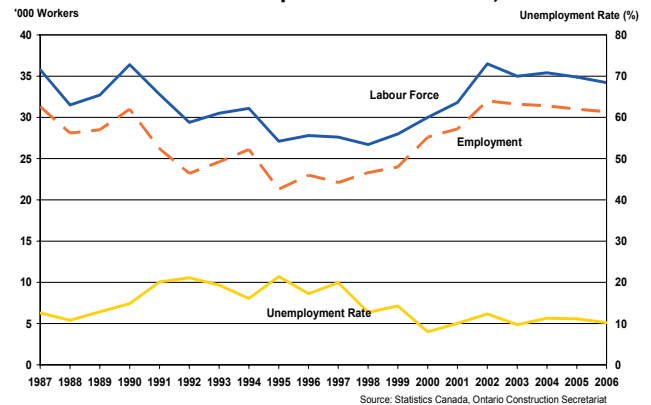
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EASTERN ONTARIO *continued*

ICI and Residential Building Permits - Eastern Ontario



Labour Force, Employment and Unemployment Rate
All Construction Occupations - Construction, Eastern



2006 Eastern Ontario Permit Values

Sector	Value(000's)	Change
Industrial	\$133,869	↑ 26.6%
Commercial	\$693,490	↑ 27.2%
Institutional	\$449,352	↓ -33.9%
ICI Total	\$1,276,711	↓ -4.1%



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NORTHERN ONTARIO

Markets in Northern Ontario have unique challenges. Northwestern Ontario and Thunder Bay have experienced low or negative economic growth over the past couple of years. The closure of numerous Pulp and Paper Mills has been a contributing factor to the poor economic news for this region. Northeastern Ontario has fared better.

- Overall ICI building intentions were up in Northern Ontario by 13 per cent to \$444 million as a result of gains in the Institutional sector. However, growth in Northeastern Ontario over-shadowed declines experienced in the Northwest.
- Institutional construction continues to be the leading sector in Northern Ontario. After three consecutive years of declining institutional building intentions, permits were up 51 per cent in 2006 and reached \$217 million.
- Commercial building intentions eased slightly in 2006, but still remain at high level (\$165 million). Retail development in North Bay is reported to be strong as it catches up to the robust home building boom.
- Industrial building intentions, as reported in Building Permits, declined 20 per cent to a value of \$61 million. If the projected positive outlook for the Mining Sector is realized, it will bring further investment to the region.
- Residential building intentions were down 7 per cent in 2006 to close at \$385 million.
- Both labour force and employment increased to 2006, leaving the unemployment rate relatively unchanged at 16.7 per cent.



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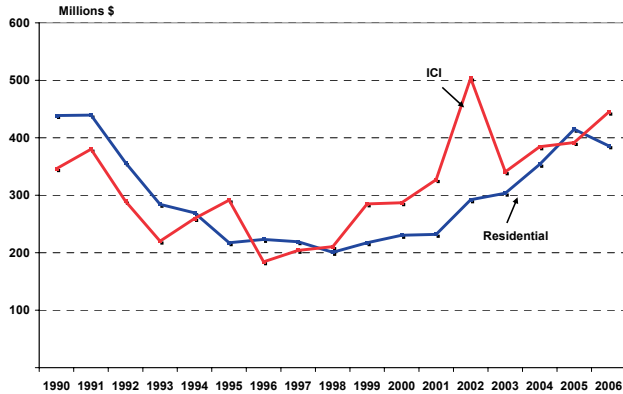
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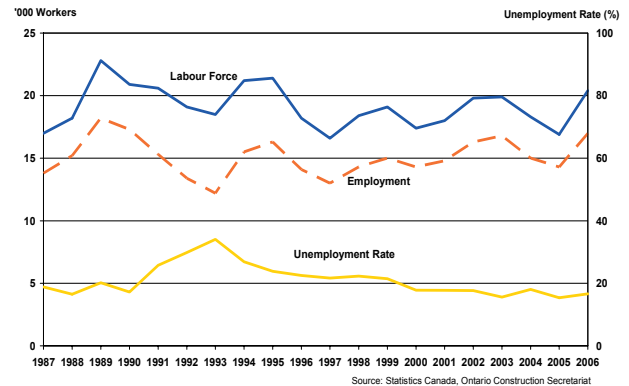
 **TRAVELERS**

NORTHERN ONTARIO *continued*

ICI and Residential Building Permits - Northern Ontario



**Labour Force, Employment and Unemployment Rate
All Construction Occupations - Construction, Northern**



*Katherine Jacob is director research and analysis,
Ontario Construction Secretariat, 2007*

2006 Northern Ontario ICI Permit Values

Sector	Value(000's)	Change
Industrial	\$61,873	↓ -19.6%
Commercial	\$165,388	↓ -3.3%
Institutional	\$217,293	↑ 51.2%
ICI Total	\$444,554	↑ 13.5%

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George Allatt of Eaton Cutler-Hammer played a major role in supplying the panels, breakers and motor control devices for the Post Secondary competition.

IES - Independent Electrical Supply Inc.

Bob Merritt of Independent Electrical Supply coordinated the donations of line material required for both electrical wiring competitions from the following firms as well as making donations themselves.

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- Joint Electrical Promotion Plan
- Kearsley Electric Ltd.
- Toronto Joint Apprenticeship Council

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- 02; Joseph Koscielski,
Humber Institute of Technology and
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- 03; James (Jed) Dodman, IBEW/ECAO

Electrical Wiring 2007 - Secondary

- 01; Marty Clemmer, Waterloo Region DSB,
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- 02; Matthew Cabral, Toronto DSB,
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- 03; Aaron Bradley, DSB of Niagara,
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