

ECAO

**ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO**

News

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July 2005

Volume 35, Number 2

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WAGE ADJUSTMENT INCREASE OF 50 CENTS – NOVEMBER 1, 2005

The No Strike bargaining system used by the ETBA-ECAO and the IBEW-CCO contains a provision that allows the union to apply for an additional wage increase if other trades settle higher. The union triggered this provision at a meeting in March where they made an application for an additional 50 cents. The application was based on the fact that both the Refrigeration Mechanics and Millwrights settled for 50 cents more than the IBEW did.

The Electrical Trade Joint Board considered this application in three meetings held between March 23rd and May 25th in an effort to come to an agreement without recourse to arbitration. An agreement was reached in principal on May 25th and signed off on June 29th.

The basics are that the parties have agreed to a 50 cent increase to the wage package effective November 1, 2005. The adjustment is only applicable to those areas which have a Stabilization or Market Recovery Fund on or before November 1, 2005. The agreement also includes a provision to allow area ECAs to trigger the Local Area Modification process to address competitive issues in certain markets.

ECAO will keep you informed of the details including the posting of new wage spreadsheets on the ECAO website as the information becomes available from the local areas. The signed memorandum of agreement dated June 29, 2005 is attached.

ECAO SCHOLARSHIP PROGRAM DEADLINE FAST APPROACHING

In recognition of the importance of education and the need to have post secondary graduates enter into the construction industry, the Electrical Contractors Association of Ontario established a “Scholarship Program” in 2004 for children or wards of salaried employees of Association Member Companies. The objective of this program is to provide financial support for the purpose of attending recognized post-secondary institutions, and to encourage such individuals to attain a high level of academic achievement. The program outline and application form is available to members on the

“Award Winning Contractors” page of the ECAO website at www.ecao.org. Deadline for submissions is July 15, 2005.

ECAO CONFERENCE AROUND THE CORNER!

It's not too late to register for this year's conference which will be held at the Fiesta Americana Grand Coral Beach, October 16-23, 2005 in Cancun, the crown jewel of Mexico's Yucatan Peninsula. This five-star, four-diamond resort is located on the north side of Punta Cancún shielded from but with a perfect view of the open sea.

The conference kicks off Sunday night with a Mix and Meet BBQ at the poolside. The following morning, Andrés Quintana, President of the Mexican National Electrical Contractors Association, will welcome and inform delegates on electrical contracting opportunities in Mexico and Latin America. The conference program also includes educational sessions on promotion of the electrical industry, understanding and pricing change orders in electrical construction, best practices for increasing union market share, new products in health & welfare insurance, fleet management, wireless technology and the mobile work force, e-commerce and more.

Social events planned for delegates and guests alike include:

- a refined Mexican dinner and show in the resort's own La Joya restaurant attended by a tequila sommelier and a cigar-maker
- a boat tour to Isla Mujeres (Island of Women) where you can snorkel, cycle or just relax in a hammock
- a tour to the Mayan ruins at Tulum where you'll discover one of the most beautiful Mayan cities then visit Xel-Ha, the largest natural aquarium in the world, and
- shopping at bustling Mexican markets and exclusive modern boutiques.

Golfers of all abilities will enjoy golfing Cancun's oldest and most prestigious golf club nestled between the Nichupte Lagoon and the crystal-clear Caribbean Sea. Cancun's Golf Club at Pok-Ta-Pok artistically incorporates hundreds of meters of dramatic shoreline and ancient Mayan ruins into a truly enjoyable experience.

Following the Annual General Meeting on Friday, delegates will wind down the week with the traditional President's Gala.

Registration forms, travel information, sponsorship opportunities and program updates are available on the ECAO website at www.ecao.org. ECAO has reserved direct flights with Air Canada for Sunday to Sunday or Saturday to Monday but flights are limited so fax in your request as soon as possible. For additional information, contact Lucy Roberts at lroberts@ecao.org or 416-675-3226 X312.

NECA MANAGEMENT SEMINARS COMING IN AUGUST AND OCTOBER

ECAO will be conducting the following management seminars, developed by the National Electrical Contractors Association in the US and presented by Dr. Awad Hanna Ph.D., P.E., professor and chair of the construction engineering and management program at the University of Wisconsin-Madison, department of Civil and Environmental Engineering:

- **Managing Field Productivity (Friday, August 5, 2005)**
- **Principles and Practices of Project Scheduling (Monday, August 8, 2005)**

Registration forms are included in this mailing. Class size is limited to 20 participants each so fax in your registration today to reserve your seat.

In addition, Dr. Jerry Rounds and Bob Segner will be presenting **Project Management for Electrical Contractors (October 11-14, 2005)**. An outline is included with this mailing. Registration forms will be made available at a later date.

ECAO WELCOMES NEW MEMBERS

Ainsworth Inc., St. Catharines, ON, Hamilton Member, Accredited Representative: John Capuano.

Budau Electrical Contracting Ltd., Arnprior, ON, Ottawa Member, Accredited Representative: William Budau.

Carvin Building Services Inc., Ancaster, ON, Hamilton Member, Accredited Representative: Carl Potvin.

Culliton Brothers Limited, Stratford, ON, Central Ontario Member, Accredited Representative: John Williams.

Cyber Electric Inc., Gloucester, ON, Ottawa Member, Accredited Representative: Tim Holtz.

Dual Electric and Communications, Carleton Place, ON, Ottawa Member, Accredited Representative: George Vrana.

E. S. Fox Limited, Hamilton, ON, Hamilton Member, Accredited Representative: Mark Hopkins.

Fahey Electric, Ottawa, ON, Ottawa Member, Accredited Representative: Terry Fahey.

Mendler Electric, Kitchener, ON, Central Ontario Member, Accredited Representative: David Mendler.

Niak Technical Services, Woodbridge, ON, Greater Toronto Member, Accredited Representative: Rick Dobranowski.

Paul Reitzel Industrial, Waterloo, ON, Central Ontario Member, Accredited Representative: Paul Reitzel.

Petcon, Stoney Creek, ON, Hamilton Member, Accredited Representative: Thomas Petsche.

RNF Tech Systems Ltd., Thunder Bay, ON, Thunder Bay Member, Accredited Representative: Frank Jurcik.

Sanders-Lampman Electric Ltd., Stoney Creek, ON, Hamilton Member, Accredited Representative: Danny Lampman.

SCI Contractors Inc., Stratford, ON, Central Ontario Member, Accredited Representative: Gerry Schmidt.

Sphere Contracting Inc., Metcalfe, ON, Ottawa Members, Accredited Representative: Gilles Fortin.

Urban Electrical Contractors, Concord, ON, Greater Toronto Member, Accredited Representative: Pat Valerio.

Calendar of Upcoming Conferences

Electrical Contractors Association of Ontario Industry Conference
Fiesta Americana Grand, Cancun, Mexico, October 16-23, 2005
www.ecao.org

Canadian Electrical Contractors Association National Conference
Co-hosted by ECA British Columbia and ECA Ontario
Fairmont Empress, Victoria, BC, June 21-25, 2006
www.ceca.org

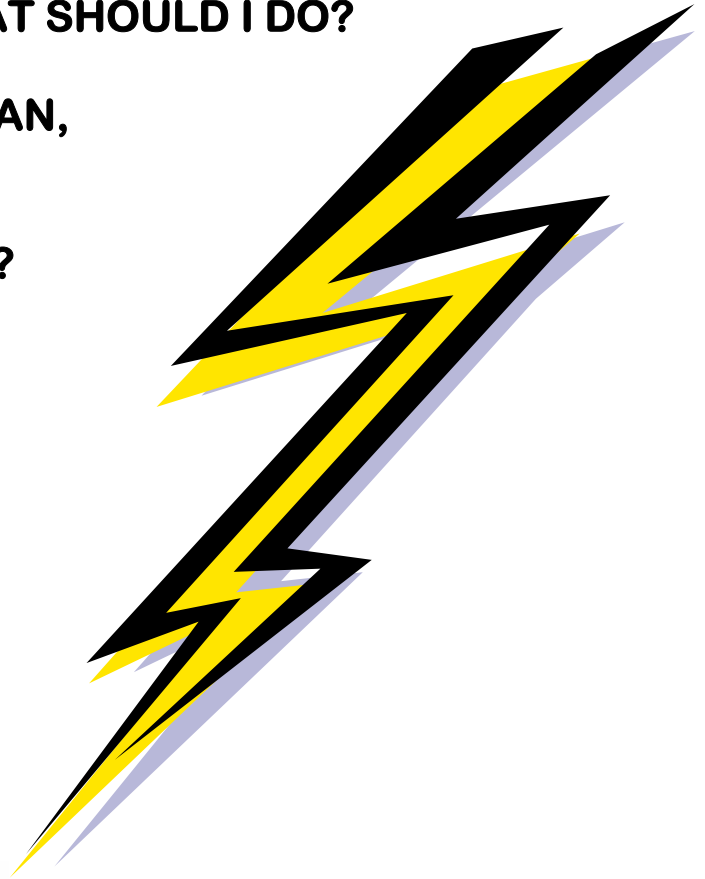
PROVINCIAL LICENSING IS COMING!

AS A CONTRACTOR, WHAT SHOULD I DO?

**AS A MASTER ELECTRICIAN,
WHAT SHOULD I DO?**

WHO SHOULD I TURN TO?

**ELECTRICAL
CONTRACTOR
REGISTRATION
AGENCY**



As a contractor or a master electrician you should register with ECRA now to ensure trouble free transfer of your license to ESA in September!

Visit www.ecao.org/ecra for an application form.

MEMORANDUM OF AGREEMENT

BETWEEN

**THE ELECTRICAL TRADE BARGAINING AGENCY OF THE ELECTRICAL
CONTRACTORS ASSOCIATION OF ONTARIO
(hereinafter called the "ETBA")**

and

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND
THE IBEW CONSTRUCTION COUNCIL OF ONTARIO
(hereinafter called the "IBEW/CCO")**

In accordance with the Principal Agreement Memorandum of Agreement (Clause 3) between the ETBA and the IBEW/CCO dated May 26, 2004, the Electrical Trade Joint Board (ETJB) has agreed to and approved the following Post Negotiations Wage Adjustment to be incorporated into the Principal Agreement:

- 1) There is to be a post negotiations wage adjustment of \$.50 per hour effective November 1, 2005
- 2) Local Unions currently having a Stabilization Fund of at least \$.50 per hour can apply the post negotiations wage adjustment to the total wage package, as they see fit;
- 3) Local Unions currently having no Stabilization Funds have until November 1, 2005, to institute one and the post negotiations wage adjustment of \$.50 per hour will be applied to it at that time;
- 4) Local Unions that do not have Stabilization Funds in place by November 1, 2005, are not eligible for the post negotiations wage adjustment;
- 5) The Electrical Trade Joint Board (ETJB) agrees to convene and facilitate Market Recovery Program meetings of local parties in an attempt to resolve area market problems on the request of the local area Electrical Contractors Association (ECA);
- 6) In the event that the local Market Recovery Program meetings are not successful a Local Area Modification application may be initiated by the local area Electrical Contractors Association (ECA) and the IBEW, IBEW CCO will not oppose that application.

Signed this 29th day of June 2005 in Toronto, Ontario.

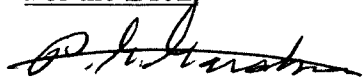
For the ETBA

For the IBEW/CCO

For the ETJB



Two handwritten signatures are present under the ETBA and IBEW/CCO labels. The first signature is a large, stylized scribble. The second signature is a more legible cursive signature.



A handwritten signature is present under the ETJB label, consisting of a cursive name.

Managing Field Productivity

ONE
SESSION ONLY

AUGUST 5, 2005

IMMEDIATE RESPONSE

REQUIRED

Only 20 Participants

Managing Field Productivity

The electrical construction industry is a high-risk and labor-intensive industry. The most volatile cost element facing specialty contractors, even the smallest firms, is field labor productivity. This new course will address many of the issues and new concepts necessary to successfully increase the productivity of on-site craft labor. Productivity involves not only labor but also materials, equipment, and management. All are necessary, but of these, improving craft labor performance is the most advantageous.

As a result of taking this course, participants will know how to plan, measure, and take corrective action to increase field productivity, understand "real life" tools and techniques that will lead to increased productivity and more profit from projects, and be ready in the firm to implement and measure the results of what has been learned.

Topics include productivity measurements and principles of improvement, identifying, quantifying and allocating risk factors affecting productivity, pre-job and pre-task planning, and tricks of the trade to cost-effectively measure field productivity.

Course Instructor

Awad S. Hanna, Ph.D., P.E

Dr. Awad S. Hanna is a professor and chair of construction engineering and management program at the University of Wisconsin-Madison, department of Civil and Environmental Engineering. Dr. Hanna holds M. S. and Ph.D. degrees from Penn State University and he is a registered professional engineer in the U S and Canada. Awad has been an active construction practitioner, educator and researcher for over 25 years. Awad was a project manager and a design engineer for 10 years. He has taught construction management courses at Penn State University, Memorial University of Newfoundland, Canada, and University of Wisconsin-Madison. Dr. Hanna has conducted several research projects for the Electrical Contracting Foundation including landmark studies on the cumulative impact of change orders on sheet metal contractors' labor productivity, schedule compression and acceleration, and pre- construction planning. Dr. has conducted research for other national organizations including the Construction Industry Institute CII, Electrical Contracting Foundation, Mechanical Contracting Foundation, and the Construction Users Roundtable (CURT) . Dr. Hanna has taught more than 300 successful seminars and workshops in more than 35 states and Canada on topics such as change orders impacts, project scheduling, earned value analysis, labor productivity, construction delay claims.

Dr. Hanna is also a national consultant representing many contractors to recover productivity losses related to change orders, acceleration and compression, delay, and trade stacking..

Registration Form

IMMEDIATE RESPONSE REQUIRED

- Please register me for the Managing Field Productivity Seminar*

Friday August 5, 2005

ECAO Boardroom, 170 Attwell Dr., Suite 460
Toronto, Ontario

Cost: \$400.00 for the one-day program (includes \$26.17 GST #R124123936)

Includes: Course Material, Continental Breakfast & Lunch

Name _____

Company _____

Street Address _____

City _____ Prov. _____ Postal Code _____

Telephone _____ Fax _____

Please make cheques payable to ECAO and mail to:

Electrical Contractors Association of Ontario
170 Attwell Dr., Suite 460
Toronto, Ontario M9W 5Z5
Tel: 1-800-387-3226
Fax: 416-675-7736

Preference will be given to those who responded to the previous "Show of Interest" request.

Principles & Practices of Project Scheduling

ONE
SESSION ONLY
AUGUST 8, 2005

IMMEDIATE RESPONSE
REQUIRED
Only 20 Participants

Principles and Practices of Project Scheduling

A comprehensive overview of basic scheduling concepts and their applications to electrical contracting, including the use of arrow and precedence diagrams and bar charts and computational techniques used in precedence networks. Resource loading, the use of schedule as a project management tool, and the communication of scheduling information will also be discussed. Topics covered include basic scheduling concepts, project and work breakdown structure, scheduling concepts, bar charts and the two-week look-ahead, and activity duration and scheduling.

Instructor: Dr. Awad Hanna

Course Instructor

Awad S. Hanna, Ph.D., P.E

Dr. Awad S. Hanna is a professor and chair of construction engineering and management program at the University of Wisconsin-Madison, department of Civil and Environmental Engineering. Dr. Hanna holds M. S. and Ph.D. degrees from Penn State University and he is a registered professional engineer in the U S and Canada. Awad has been an active construction practitioner, educator and researcher for over 25 years. Awad was a project manager and a design engineer for 10 years. He has taught construction management courses at Penn State University, Memorial University of Newfoundland, Canada, and University of Wisconsin-Madison. Dr. Hanna has conducted several research projects for the Electrical Contracting Foundation including landmark studies on the cumulative impact of change orders on sheet metal contractors' labor productivity, schedule compression and acceleration, and pre- construction planning. Dr. has conducted research for other national organizations including the Construction Industry Institute CII, Electrical Contracting Foundation, Mechanical Contracting Foundation, and the Construction Users Roundtable (CURT) . Dr. Hanna has taught more than 300 successful seminars and workshops in more than 35 states and Canada on topics such as change orders impacts, project scheduling, earned value analysis, labor productivity, construction delay claims.

Dr. Hanna is also a national consultant representing many contractors to recover productivity losses related to change orders, acceleration and compression, delay, and trade stacking..

Registration Form

IMMEDIATE RESPONSE REQUIRED

- Please register me for the Principles & Practices of Project Scheduling Seminar*

Monday August 8, 2005

ECAO Boardroom, 170 Attwell Dr., Suite 460

Toronto, Ontario

Cost: \$400.00 for the one-day program (includes \$26.17 GST #R124123936)

Includes: Course Material, Continental Breakfast & Lunch

Name _____

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Please make cheques payable to ECAO and mail to:

Electrical Contractors Association of Ontario

170 Attwell Dr., Suite 460

Toronto, Ontario M9W 5Z5

Tel: 1-800-387-3226

Fax: 416-675-7736

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ECAO
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ASSOCIATION OF ONTARIO

Project Management for Electrical Contractors

ADVANCE NOTICE

A recent ECAO contractor Show of Interest indicated a high demand for the **four day** NECA MEI Project Management seminar.

The seminar is scheduled for October 11-14, 2005 in the Toronto area.

Further details and registration will be made available at a later date.

ONE

SESSION ONLY

OCTOBER 11,-14, 2005

Project Management for Electrical Contractors

The project manager is the center point of every construction project. To the project team, he's the boss, the man with the power and answers. To company officers, he's the eyes, ears, and brain of the project, responsible for completing the work on time, according to specifications, and at a profit. To the project owner, general contractor and other trades on the job, this person is the electrical contractor's ambassador, with authority to act on behalf of the company he represents. It's a job with many facets, a job that requires leadership, technical knowledge, sound judgment, common sense, sensitivity to people, excellent communication skills and a knack of diplomacy.

The four-day program meets the needs of both new and experienced project managers. In addition to formal classroom presentation of management essentials, participants will obtain practical experience by working in small groups on various tasks and case studies throughout the week. Topics covered during the course include defining project management, planning reliability, contract administration, scheduling fundamentals, and benchmarking & quality control.

Instructors: Dr. Jerry Rounds and Bob Segner