



ONTARIO **ELECTRICAL** LEAGUE

2021

ANNUAL REPORT

with Financial Results 





PROFIT KNOWLEDGE COMMUNITY

2021 ANNUAL REPORT

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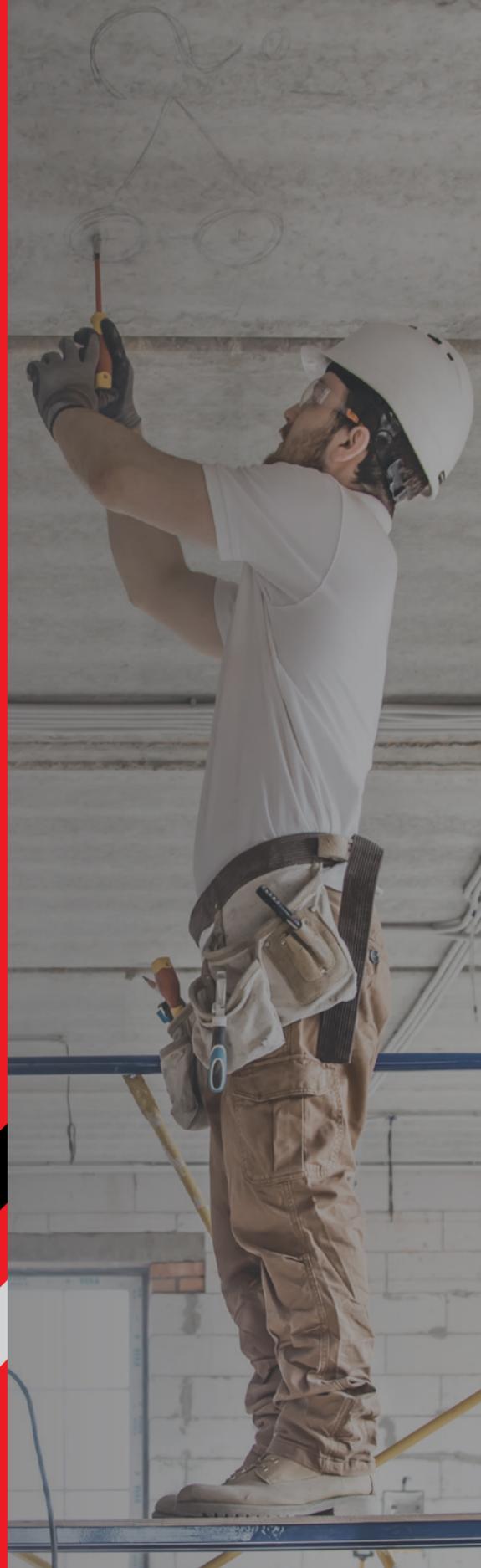
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OUR MISSION: TO PROMOTE, STRENGTHEN AND REPRESENT THE ELECTRICAL INDUSTRY IN ONTARIO

The Ontario Electrical League is a non-profit provincial organization, dedicated to 18 chapters province-wide and more than 12,000 individual members from the electrical industry.

League members include electrical contractors, electricians, municipal utilities, electrical inspectors, distributors, manufacturers and their representatives, consulting engineers, educators and service companies.

The League's role is to communicate, educate, represent and promote Ontario's electrical industry through chapter meetings, *Weekly Dialogue*, the Electrical Industry Conference, training programs, seminars and tradeshow, government relations initiatives and community activities.



MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

By Louie Violo,
Phazer Electric

As the chairman of the board of directors, I am honoured and grateful to be amongst some of the brightest minds this membership has today. We are not just colleagues, but also friends. We are individuals with a greater purpose for advocacy and change for the betterment of the electrical industry. And of course, we have fun doing it.

As I reflect on the challenges and upsets that 2021 has brought upon us, I cannot help to think how a global pandemic has changed our lives, professionally, emotionally and financially. The unknown of what is to come has haunted many of us. Despite the negativity and events brought upon us, I choose to surround myself with people of positivity, resilience, perseverance and determination, and those very people make up our organization.

Don't let boundaries, obstacles or a pandemic shape the way you live your life or define who you are. We are on an incredible journey, and to succeed, you must first embrace life's challenges to pave the road ahead. This is the entrepreneurial spirit which guides us all.



Fate and irony play a huge part in my life. Looking back to when I first joined this organization in 2006, I found myself immersed with a group of people, who, like myself, had a passion for the electrical trade with one common purpose: To drive change for the betterment of this industry for those who follow. I have met a few great men and women in my life, however one person particularly comes to mind: The late Richard Cullis, who passionately reinvigorated this organization and inspired many of us to reach our full potential and to pass this tradition and knowledge onto others.

The OEL and our member affiliates such as ESA, along with our distributors, manufacturers and contractors alike, were all instrumental in bringing change within our industry to bring about better business practices, technological advancements and tools for succession for all to prosper. With widespread representation from across the province, we owe a great debt to OEL committees such as the Contractor Committee and Contractor Government Relations Committee – coupled with our external committees such as the Electrical Contractor Registration Agency Advisory Council, Contractor Advisory Council and Master Examining Committee. The committed individuals within these committees willingly give their time, effort and wisdom, not only for OEL's benefit, but for our industry as a whole.

As the OEL heads into its second century, it continues to be the voice of the electrical industry in Ontario, blazing the trail on vital issues like ending card-based union certification and advancing apprenticeship system modernization. Fostering connections among all industry segments – contractors, electricians, apprentices, utilities, generator companies, inspectors, distributors, manufacturers, manufacturers’ representatives, consulting engineers, educators and service companies – remains one of its greatest strengths.

Driven by its mission, “To Promote, Strengthen and Represent the Electrical Industry in Ontario”, the OEL welcomes the challenges and opportunities of the next hundred years.

To our staff: President, Stephen Sell; Director, Operations, Wendy Dobinson; Director, Member Services, Laurie Richardson; Manager, Member Services, Shelley Whetren; Member Services Representative, Barrett Rutherford; Marketing and Communications Manager, Bao Xiong; Program Coordinator, RoseMary MacVicar-Elliott; and Accountant, Tyler Warcop – all of you have played a huge part in my life for the last several years settling into this role. As chair, it has truly been an honor and privilege to serve this organization and stand before you alongside other dedicated individuals at the forefront of this association. Although I am not going away, I am ecstatic to have Doug McGinley of JPR Electrical Services Inc. vice-chair alongside me for the year ahead, who will eventually take the reins to follow in the footsteps of others before me to help guide this organization to the next level.

Thank you all for your support and stay well.



2021 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

POSITION	NAME	COMPANY
Chair	Louie Violo	Phazer Electric
1 st Vice-Chair	Doug McGinley	JPR Electrical Services Inc.
2 nd Vice-Chair	Cameron Hann	Jestek Electric Ltd.
Past Chair	Dale MacDonald	Honey Electric Ltd.
Director	Dave Ackison	Ackison Electric

DIRECTORS

NAME	COMPANY
Lori Bagazzoli	LEDVANCE LLC
Michelle Barta	Nedco
Ron Bergeron	Bergeron Electric Ltd
Rob De Ciantis	Corlan Electric Inc.
George DeFrancesca	DeFran Electric Inc.
Josie Erzetic	Electrical Safety Authority
Mike Goodwin	Entegrus Powerlines Inc.
Craig Jewitt	Hydro One Networks Inc.
Andrew Kirk	Hubbell Canada LP
Rick Leduc	Leduc Electrical Services
Gord McBrien	G.R. McBrien & Associates
Jack Sanders	Townsend Electric Limited
Brian Yemen	Yemen Electric

LEAGUE COMMITTEES

CONTRACTOR COMMITTEE (CC)

Comprised of designated contractors from our chapters across the province, the OEL's Contractor Committee (CC) receives updates on the activities of Electrical Safety Authority's (ESA) Contractor Advisory Council (CoAC), Electrical Contractor Registration Agency Advisory Council (ECRA), Master Examining Committee (MEC) and OEL's Contractor Government Relations Committee (CGR).

This committee meets eight times a year and is informed on critical issues affecting contractors and their businesses.

Members of this committee are able to identify and act on proposed regulations and rule changes.

MANDATE: Comprised of designated contractors from our chapters across the province to receive updates on the activities of CoAC, ECRA, MEC and OEL's CGR Committee.

CONTRACTOR GOVERNMENT RELATIONS (CGR) COMMITTEE

With our public affairs representative, the CGR Committee strives to improve conditions on the political landscape for the electrical industry.

This committee meets monthly with more focus during the election season.

Members of this committee actively bring forth and advocate for issues that help promote and improve the electrical industry.

MANDATE: Strives to improve conditions on the political landscape for the electrical industry.

CONTRACTOR COMMITTEE

By Cameron Hann,
Jestek Electric Ltd.

With the ongoing struggles and fallout from COVID-19, manpower and sourcing materials, it is even more of a challenge now than in the past. This is why contractors are better served to belong with the OEL to have direct access for questions to manufacturers and leaders of the industry.

We at the Contractor Committee (CC) are working hard on your behalf to get answers on when things will be back to the new normal. *Weekly Dialogue* is now in full-swing and continues to add more content, and Tools for Success is up and running with Laurie Richardson and Ron Bergeron leading the charge. We are still dealing with the Auditor General's report on ESA and monitoring the ongoing changes. We continue to be hard at work with the OEL staff to plan and execute this year's 100th anniversary at the 2022 Electrical Industry Conference at the end of April, helping the OEL grow into powerful voice in the electrical community.

With challenging times still ahead please be patient with your staff, wholesalers and peers and we will persevere.



2021 CONTRACTOR COMMITTEE

NAME	CHAPTER	COMPANY
Cameron Hann (Co-Chair)	Central Ottawa Valley Chapter	Jestek Electric Ltd.
Dave Ackison (Co-Chair)	Peterborough Chapter	Ackison Electric
Ron Bergeron	Seaway Valley Chapter	Bergeron Electric Ltd.
Shawn Blacklock	Durham Chapter	Blacklock Electric Limited
Michael Cassell	Upper Canada Chapter	Countryman Electric Ltd.
Steve Del Guidice	Elgin & District Chapter	ERTH Corporation
Rick Leduc	Kingston Chapter	Leduc Electrical Services
Dale MacDonald	Kent County Chapter	Honey Electric Ltd.
Doug McGinley	Halton Region Chapter	JPR Electrical Services Inc.
Al Merlo	Hamilton Chapter	Merlo Electric Inc.
Len Oosterhof	Kingston Chapter	Oosterhof Electric Services Ltd.
Jack Sanders	Durham Chapter	Townsend Electric
Rob Sloan	GTA West Chapter	Langstaff & Sloan Inc.
Nat Snyder	Waterloo Region Chapter	BSE Electrical Contractors
Glenn Sturdy	Barrie Simcoe Chapter	Sturdy Power Lines Ltd.
Louie Violo	GTA West Chapter	Phazer Electric
Wendon Wattam	Quinte Chapter	Anything Electric
Bruce Whitside	Tri-County Chapter	B.M. Whitside Electrical Contracting Ltd.
Jim Wilson	Barrie-Simcoe Chapter	James M. Wilson Holdings (2011) Limited
Brian Yemen	Central Ottawa Valley Chapter	Yemen Electric

CONTRACTOR GOVERNMENT RELATIONS COMMITTEE

By Stewart Kiff,
Solstice Public Affairs



The OEL's Contractor Government Relations (CGR) Committee activities were disrupted by the COVID-19 pandemic again this year.

Public health measures like lockdowns, social distancing and mask mandates eliminated the possibility of casual encounters and forced in-person meetings to be moved online. As a result, the OEL had no choice but to adapt and shift its strategies to continue effectively advocating on behalf of its members and engaging with elected officials at Queen's Park, as well as on Parliament Hill.

Despite these hurdles, the OEL continues to enjoy a strong working relationship with several provincial government ministers, including the available and personable Honourable Monte McNaughton, Ontario's Minister of Labour, Training and Skills Development. Moreover, we have made significant progress in expanding the OEL and helping it achieve its membership goals. Finally, we have seen reduced tension with various other powerful interests in the construction world.

The Ontario general election is set for June 2022. Doug Ford's government seems poised to double down on its pro-business and pro-contractor agenda. As we approach this campaign period, we will continue to emphasize the significant role that independent electrical

contractors play in the Ontario's economy and how they can help contribute to its continued growth and success.

One-to-One Apprenticeship Ratio Coming Up on Four Years

It has now been nearly four full years since the implementation of a one-to-one apprenticeship ratio in Ontario. In fact, we are nearing the time when the first full cohort of apprentices will complete its five-year apprenticeships and become certified electricians.

Since the introduction of the one-to-one apprenticeship ratio, OEL members have been training more apprentices and reporting greater success in hiring young Ontarians. In turn, this enhanced supply and flexibility has fostered the growth and prosperity of member companies.

Nevertheless, we continue to face a significant shortage of skilled and qualified electricians. This speaks to how great the demand is for certified electricians and the need for the province to address the ongoing shortage of qualified workers in our field.

The OEL encourages its members to adopt – when and where appropriate – a culture of training and innovation that incorporates apprenticeship into their business model. We view this as yet

another example of the leadership that OEL members have traditionally demonstrated in Ontario's electrical industry.

Problems with the Launch of Skilled Trades Ontario and Its Regulation of the Electrical Trade

Skilled Trades Ontario, the long-awaited replacement of the unpopular Ontario College of Trades, launched on January 1, 2022. The OEL has been supportive of the idea of replacing the Ontario College of Trades with a new body.

That said, it is undeniable that the transition from the Ontario College of Trades to the new Skilled Trades Ontario has been both slow and difficult. Up until recently, the new Skilled Trades Ontario online portal did not allow for basic tasks to be completed, such as registering a new apprentice or renewing a licence.

The OEL has raised these issues with the Ontario government. To support our efforts, we encourage you to reach out to your local chapter and identify issues that you are having with Skilled Trades Ontario. Your feedback is invaluable as we push the Ontario government to make the changes needed to get this right.

Continued Expansion of Support Ontario Youth

The OEL remains supportive of the operations and activities of Support Ontario Youth. The organization continues to be very active, is gaining in recognition and is expanding its activities to streamline and simplify the apprenticeship journey.

We are pleased to see that many OEL members now use the services of Support Ontario Youth to find and train apprentices. In fact, Support Ontario Youth's support has been invaluable in bringing young Ontarians into our trade.

Advocacy at the Electrical Safety Authority

The importance of having a strong and competent ESA continues to be a priority for the OEL. Our members engage with ESA at multiple levels, including working with inspectors and sitting on the regulator's board of directors. Through its advocacy and recommendations, the OEL aims to be a constructive voice in ensuring that adequate measures are in place to ensure the safety of its members and that of Ontarians.

Ending Card-Based Certification

Putting an end to card-based certification continues to be the single most pressing issues for OEL members. The current policy allows for union organization drives to take place on weekends and holidays when few employees tend to be working. This practice is grossly unfair and is an issue that we expected would be at least partly addressed by now. We have had many frank discussions with members of the Ontario government, and we are pressing them to adopt a resolution on this issue in 2022. We encourage our members to continue being vocal about this ongoing injustice with Members of Provincial Parliament and candidates that are seeking to replace them in the June 2022 election.

Your Support

The OEL's CGR program continues to be directly supported by the donations of members like you. While the program has many reasons to feel proud of what it has achieved in 2021, much of that success builds on the solid foundation it has laid over the past years. Members are strongly encouraged to support the OEL's CGR fund and its work as we need to keep building on our track record of success. As the Ford government approaches the end of its mandate, we must hold its members accountable to their promises and ensure that Ontario remains a great place to live, work and do business.

Stewart Kiff has been the registered lobbyist for the Ontario Electrical League at Queen's Park since first being engaged by then-OEL chair, Richard Cullis, in 2006. Stewart is available to present on the OEL's Government Relations program directly to your OEL chapter. He can be reached at stewart@solsticecanada.ca or via Twitter at [@StewartKiff](https://twitter.com/StewartKiff).

2021 CONTRACTOR GOVERNMENT RELATIONS COMMITTEE

NAME	COMPANY
Dave Ackison	Ackison Electric
Ron Bergeron	Bergeron Electric Ltd.
Stewart Kiff	Solstice Public Affairs
Dale MacDonald	Honey Electric Ltd.
Barry Moss	Four-O-One Electric Ltd.
Walter Pamic	Power-Tek Electrical Services Inc.
Dan Racicot	Dan Racicot Electric Ltd.
Jack Sanders	Townsend Electric
Glenn Sturdy	Sturdy Power Lines Ltd.
Jason Thompson	Thompson Electric (Seeley's Bay) Ltd.

ELECTRICAL CONTRACTOR REGISTRATION AGENCY ADVISORY COUNCIL

By Cameron Hann,
Jestek Electric Ltd.

The past year felt just like the year before, but here we are hopefully with light at the end of the tunnel with COVID-19. The Electrical Contractor Registration Agency Advisory Council (ECRA) committee has been hard at work shaping the future for electrical contractor licensing and making sure to be a professional-sounding board for ESA on important items concerning licensing and master electricians.



We have been fine-tuning administrative monetary penalties, which has everything to do with the Auditor General report on ESA, Recommendation #15. We have also been working hard rejecting some of the Auditor General's other recommendations, in addition to starting work on continuing education for master electricians. ECRA also donated \$25,000.00 to the Ross Tilley Burn Centre at Sunnybrook Hospital, matching ESA's annual submission of \$25,000.

2021 ELECTRICAL CONTRACTOR REGISTRATION AGENCY ADVISORY COUNCIL

Joe Kurpe, ECAO (Chair)

Cameron Hann, OEL (Vice-Chair)

Steve Del Guidice, OEL

Larry Allison, ESA Consumer Advisory Council

Leo Grellett, ESA Appointee

Brian Smith, ESA Appointee

Larry Shaver, ECAO

Catherine Taylor, Community at Large

Matthew Aston, Association of Municipal Clerks and Treasurers of Ontario (AMCTO)

Vince De Gasperis, Utility Contractors Association of Ontario

MASTER EXAMINING COMMITTEE

By Doug McGinley,
JPR Electrical Services Inc.

The Master Examining Committee (MEC) is responsible for the content of the master electrician (ME) exam, as well as the examination process, and reports to the Electrical Contractor Registration Agency Advisory Council (ECRA). This committee meets four times a year and is made up of representatives from the OEL, the Electrical Contractors Association of Ontario (ECAO) and ESA. We work with the ESA Director of Licensing and other ESA staff to run a productive committee.

We were sadly informed of the passing of Fred Black (ECAO) on March 25, 2021. Fred was the previous chair of the MEC and put in many years on different committees.

The MEC held four meetings in 2021. Virtual proctoring of the ME exam was launched on April 1, 2021 and allowed candidates to challenge the ME exam from their home or office. This virtual proctoring of the exam was the result of a few years of work developing the platform to ensure the integrity of the exam was maintained. The ME exam is now available in three options: In-person written, in-person electronic and virtual proctored. The results of all three are monitored closely and the results of the three sections that comprise the exam have been consistent with each other, as has the final pass rate and final score.



In the Auditor General's report on ESA, Recommendation #16 indicated that more questions should be added to the ME exam question pool. The MEC put together a working group to address this. The results of this working group were the addition of 214 questions to the pool of exam questions. The existing 192 questions were also reviewed and revised to match the format of the new questions. These new questions will be added to the exam in June 2022.

The next challenge for the MEC is to provide input to the continuing education committee which has been formed to deal with the Auditor General's Recommendation #17 and continuous review of exam results and questions.

2021 MASTER EXAMINING COMMITTEE

Doug McGinley, OEL (Chair)

Glen Hicks, ECAO (Vice-Chair)

Len Oosterhof, OEL

Reshma Sukdhoe, ESA

Ray Yousef, ESA

Alan Gardiner, ECAO

Frank Cazzola (Non-voting, non-affiliated licensed electrical contractor)

CONTRACTOR ADVISORY COUNCIL

By Shawn Blacklock,
Blacklock Electric Limited



2021 CONTRACTOR ADVISORY COUNCIL

- Dave Ackison, OEL (Chair)
- Ron Bergeron, OEL
- Shawn Blacklock, OEL
- Doug McGinley, OEL
- Scott Yemen, OEL
- Ryan Delisle, ECAO
- Stephen Green, ECAO
- Mark Hopkins, ECAO
- Joe Kurpe, ECAO
- James McKellar, ECAO
- Chris Ruber, ECAO
- Robert Smith, ECAO
- Dan Williams, Licensed Electrical Contractor

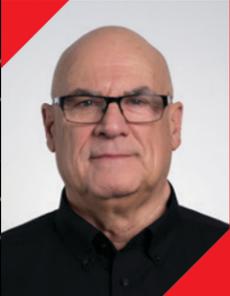
The Contractor Advisory Council (CoAC) has representatives from both OEL and ECAO as well as two independent electrical contractors. The purpose of CoAC is for electrical contractors to share concerns with ESA, and ESA allowing contractors to help shape future policies.

We had five virtual meetings in 2021, mainly centered around the Auditor General's report. The two recommendations we heard were regarding administrative monetary penalties and mandatory continuing education for master electricians.

At our second meeting of the year in March, we elected a new chair, Dave Ackison. With our new chair, we were able to start setting agenda topics that are of concern to the contractors. In the October meeting, we discussed fused leads and stray neutral currents, as well as one of the Auditor General's recommendations about allowing unlicensed people to do "low-risk installations". Every contractor was strongly against this recommendation and made our thoughts clear. Overall, it was a very productive year with OEL and ECAO meeting before the CoAC meetings to discuss topics and hear each others point of view before the meeting.

LEAGUE STAFF

Provincial Office as of November 2021

 <p>President STEPHEN SELL stephen.sell@oel.org</p>	 <p>Director, Operations WENDY DOBINSON wendy.dobinson@oel.org</p>
 <p>Director, Member Services LAURIE RICHARDSON laurie.richardson@oel.org</p>	 <p>Member Services Representative, Southwestern Ontario SHELLEY WHETREN shelley.whetren@oel.org</p>
 <p>Member Services Representative, Eastern & Northern Ontario BARRETT RUTHERFORD barrett.rutherford@oel.org</p>	 <p>Marketing and Communications Manager BAO XIONG bao.xiong@oel.org</p>
 <p>Program Coordinator ROSEMARY MACVICAR-ELLIOTT rosemary@oel.org</p>	 <p>Accountant TYLER WARCOP tyler.warcop@oel.org</p>

MESSAGE FROM THE SECRETARY-TREASURER

By Stephen Sell,
Ontario Electrical League President



As new variants of the SARS-CoV-2 virus crossed the globe in 2021, the Ontario Electrical League and its members continued to deliver exceptional service to the marketplace. The programs and services provided to our members continue to evolve to help maintain the services our members provide while improving the industry for all the people of Ontario. One such service is the Employer Engagement Project, funded by the provincial government, which allowed the OEL to provide services to new employers looking to provide training opportunities to apprentices. Employers in the project were able to take advantage of the following services:



Peer-to-peer mentoring from other experienced contractors



Online training programs developed during the pilot Employer Engagement Project in 2018, and then updated for the 2021 Project



A 30% wage subsidy up to \$3,000 for hiring an apprentice

At the end of fiscal 2021, the Project was on track to exceed the targets. The Project has assisted the OEL in growing our membership. In 2021, the OEL added 155 new members – which, in conjunction with our Employer Engagement Project, allowed the OEL to double our revenues from 2020. Expenses remain under control with a net income of \$13,537. The Lobby Fund (Government Relations Fund), which is a combination of the OEL Contractor Committee and the Ontario Skilled Trades Alliance, is included in the audited financials but is shown as a separate item since the functions of the GR are not directly related to the OEL day-to-day operations. Looking at the fiscal year-end without the GR included, the net income from OEL operations is \$66,737.

We're looking forward to 2022 and the 100th anniversary of the Ontario Electrical League and the electric home.

FINANCIAL SUMMARY

Year ended November 30	2021		2020	
	General Fund	Political Fund	Total	Total
Revenue				
Membership dues				
Contractors	\$ 395,966	\$ -	\$ 395,966	\$ 383,890
Distributors	23,273	-	23,273	24,420
SDF Grant revenue	717,230	-	717,230	-
Rental income	92,490	-	92,490	57,365
League sponsored events	52,192	-	52,192	39,827
Government assistance (Note 10)	70,252	-	70,252	116,387
Training	33,529	-	33,529	33,839
Advertising	47,901	-	47,901	41,670
Marketing	9,500	-	9,500	5,050
Donation revenue	-	3,500	3,500	9,500
Other	8,863	-	8,863	921
	<u>1,451,196</u>	<u>3,500</u>	<u>1,454,696</u>	<u>712,869</u>
Expenditures				
SDF project expenses	740,741	-	740,741	-
Salaries and related benefits	281,589	-	281,589	414,541
Office	80,709	-	80,709	57,459
Contract services	70,848	-	70,848	78,907
Ontario Skilled Trades Alliance expenses	-	46,638	46,638	28,990
Training	44,819	-	44,819	19,364
Bad debts	30,636	8,745	39,381	8,712
Professional fees	30,114	-	30,114	30,106
Equipment rental	25,603	-	25,603	17,973
Interest and bank charges	15,666	14	15,680	13,107
Travel and automotive	14,586	-	14,586	25,062
Meals and entertainment	12,454	1,250	13,704	15,143
Advertising and promotion	8,307	-	8,307	13,335
Amortization	7,998	-	7,998	5,363
Insurance	7,843	-	7,843	6,243
Telephone and utilities	4,262	-	4,262	5,300
Memberships	2,313	-	2,313	2,977
Donation	2,306	-	2,306	255
Postage and courier	2,210	-	2,210	2,873
Loss on disposal of property and equipment	1,455	-	1,455	-
Events and special projects	-	53	53	-
	<u>1,384,459</u>	<u>56,700</u>	<u>1,441,159</u>	<u>745,710</u>
Excess (deficiency) of revenue over expenditures	\$ 66,737	\$ (53,200)	\$ 13,537	\$ (32,841)



ONTARIO ELECTRICAL LEAGUE

50 Ronson Drive, Suite 180
Etobicoke, ON M9W 1B3
905-238-1382
league@oel.org