



THE SPARK

ECAA E-Newsletter

September 7, 2012

Issue 20

In This Issue

[President's Message](#)

[Getting to Know Your Executive](#)

[Industry News](#)

[Board of Directors Update](#)

[Labour Update](#)

[Chapter Activity](#)

[Volunteers Needed](#)

[Continuing Education](#)

Quick Links

www.ecaa.ab.ca

Calendar of Events

September 10th
CE Code Seminar
Fort McMurray
CANCELLED

September 12th
Bob Carson Classic
Highlands,

SEPTEMBER/2012

Welcome to ECAA's E-Newsletter, The Spark!

This e-newsletter was created to keep members informed on the Association's activities and upcoming events in a timely manner.

President's Message

Well summer is almost over and fall is fast approaching as the leaves are changing color the kids are back at school and the Carson Classic is on Wednesday. The first of the Chapter meetings are coming up and we're only a few short months away from the new code coming into effect. Have you taken your code update course yet? Lots to know and learn with this new code book. Look for our update course coming to a city or town near you.



Kelly Wilde

Looks like we're getting a little closer to getting new offices and should have something concrete very soon.

Let's hope that we have a great fall and the snow stays away for a good while yet. Hope that you have a great September and we will talk to you next month when hopefully there is a little more to report on. Make sure you check for your next chapter meeting in your area and go out and support them.

Getting to Know Your Executive

We thought our readers would like to know more about the volunteers who make up the ECAA Board of Directors so have added this feature into the Spark.

Getting to Know Your Fire Technical Council Rep, Peter Wemyss

Company History: I am currently the Branch Manager for SimplexGrinnell Ltd. in Fort McMurray where I have been for the past 4 months. Prior to taking on the Branch Manager role I was the Electronic Operations Manager for SimplexGrinnell in Edmonton for the past 6 years. Prior to SimplexGrinnell I was very fortunate to work for a number of local electrical contractors in Edmonton and that experience has allowed me to advance to where I am today.

Edmonton

*September 13th
Calgary Chapter
Meeting
Blackfoot Inn*

*September 17th
Edmonton Chapter
Meeting
Chateau Louis*

*September 19th
Fort McMurray
Chapter Meeting
September 21st
Grande Prairie
Chapter
Breakfast meeting
Stonebridge*

*September 20th &
21st
Safety Principles
ECAA Boardroom*

*September 26th
Board of Directors
meeting
ECAA Boardroom*

*September 28th &
29th
Business &
Public Relations
Carriage House,
Calgary*

Tradeshows

**September 28th
& 29th
Alberta
Employment &
Career Week
Northlands,
Edmonton**

Join Our List

Join Our Mailing List!

Family Members: Wife Nina, son MacKenzie (Mac) and daughter Madeline (Maddy)

Favorite Hobbies: Sports and spending time with my kids.

Favorite TV Shows: Big Bang Theory

Favorite Sports Team: Edmonton Oilers

Most Memorable Vacation: Paradise Island, Bahamas

Affiliations with other Associations: Canadian Fire Alarm Association (CFAA)

Favorite ECAA memory: Rained out (snowed out) ECAA AGM Calgary 2010

Any word of advice to electrical contractors: Get your p-ticket or other accepted certifications prior to working on fire alarm systems.

Best part of ECAA: Great group of people who are able to put aside the competitive nature of our business and have a good time.

Industry News

Kickoff to the 12th Annual National Buyer/Seller Forum (NBSF) - Canada's premiere annual oilsands supply-chain gathering. With the event shifting to the fall, please note the new dates are October 23-25, 2012 in Edmonton!

New dental fee finder for Sun Life Financial plan members in Alberta. You may be aware that, unlike the rest of Canada, the Alberta Dental Association and College does not publish an annual fee guide for dentists to use as a reference. As a result, dental fees can vary widely among Alberta based dentists. Sun Life Financial and other insurers have to establish their own reimbursement dental fees in Alberta. Some dentists charge fees that are higher than our reimbursement levels. This difference is the plan member's responsibility. Sun Life developed a dental fee finder to help Alberta plan members determine the range of fees charged in their area. While price is not the only consideration in choosing a dentist, the fee guide will help members make an informed decision in maximizing the value of their dental coverage. By visiting sunlife.ca/albertadental, members will be able to type in their postal code to see the fees for 15 commonly submitted dental procedures. It shows just how much variation there is in fees in the various regions across the province. Members can choose how to manage their out of pocket costs by perhaps getting a cost estimate from another dentist in the area. For more information, contact Cathy Whyte at 780-930-4272 or Tasha Bunner at 780-757-3633.

ON-SITE CONSTRUCTION SAFETY BEST PRACTICES GUIDE -- Do YOU have the 2nd edition?

The 2nd edition of the On-Site Construction Safety BEST PRACTICES guide was published in May 2012 and is available at the Calgary Construction



Association (2725 12th Street NE). If you would like to order copies of the guide, please contact Kathy by emailing: mail@cca.cc or phone: 403-291-3350. ***Guides are complimentary and there is no limit to the number you may order. THIS GUIDE IS A MUST FOR EVERY CONSTRUCTION SUPERINTENDENT!***

SUBSTANCE ABUSE IN THE WORKPLACE SEMINAR. NOVEMBER 29TH, 2012. *Presented by Worksite NEWS, Canada's premier occupational health, Safety and environment E-Magazine;* Delta Edmonton South Hotel and Conference Centre; 4404 Gateway Boulevard. . Register online: www.worksite-news.com/default.cmf?pageid=388003

New CSA publication available in September. It's called "**Electrical Quick Reference**" and is a pocket size reference guide (about 180 pages). At a list price of just \$19.99 it's an ideal reference book for the contractor, construction electrician or HVAC journeyman. It contains the most commonly referenced information and tables from the 2012 CEC and it is an economical way of putting critical information in the hands of electrical workers that do not have a code book. It's available for pre-order on line or via phone. The link to shop.csa is: <http://shop.csa.ca/en/canada/c221-canadian-electrical-code/electrical-quick-reference/inv/27034292012/>.

KNOW THE CODE - IT'S UP TO YOU. Z462 Workplace Electrical Safety now available. The second edition of CSA Z462 has been extensively revised and updated. In addition to significant technical revisions, the new edition adds considerable amount of guidance and resource material - especially important for organizations seeking to make electrical safety an integral part of their safety management system. The new edition has also been aligned with the changes and revisions to the upcoming 2012 Canadian Electrical Code, Part I. For information call: 1-800-463-6727; email: sales@csa.ca; or online shop.csa.ca.

Inspection Programs - Employer Injury and Illness Prevention Program

Every year, Alberta Employment and Immigration (E&I) selects employers with the highest injury rates for specific inspections under the Employer Injury and Illness Prevention Program (EIIPP). These inspections are intended to help employers who can benefit the most from special assistance to meet their obligations to provide safe and healthy work sites. In addition to employers in the EIIPP program, employers in specific industries are chosen based on inherent risks and hazards with a high potential for injury or illness. All employers and workers present at a site may be included in an inspection.

These targeted inspection activities include inspections of work sites and education for employers, workers, contractors and prime contractors on their workplace responsibilities for health and safety. The inspections include opportunities for these groups to improve their own health and safety programs and practices. In all cases, employers must ensure they are complying with the law. Partnerships in Injury Reduction Program may also conduct follow-up visits to employers to assist them in developing health and safety management programs for their work sites.

- [Employer Injury and Illness Prevention Program Plan](#)

The program is designed to reduce the number of workplace incidents and illnesses, and to assist employers in improving their health and safety compliance.

- [Commercial/Industrial Construction Program](#)

This plan outlines the compliance strategy that OHS Officers will apply at commercial/industrial construction sites.

- [Healthcare Compliance Strategy](#)

Strategies and best practices to reduce workplace injury and illness in the healthcare sector.

- [Oil and Gas Program](#)

This plan outlines the compliance monitoring strategies that OHS officers will apply at worksites in this industry.

- [Residential Construction Program](#)

This plan outlines the compliance monitoring strategies that OHS officers will apply at residential construction sites.

- [Inspections Results Summary](#)

A summary of program inspections and activities.

CONGRATULATIONS TO **Pronghorn Controls**, winner of Canada's Safest Employers Award for 2012 - Building and Construction Gold Recipient.

CONGRATULATIONS to LINDA SLOAN, President, Alberta Urban Municipalities Association, on being named one of Alberta's top 50 influential Albertans by Alberta Venture magazine.

RED SEAL REPORT NOW AVAILABLE. To respond to labour market needs and enhance skills assessment, the Canadian Council of Directors of Apprenticeship (CCDA) launched the Strengthening the Red Seal initiative in 2009. The goal of the initiative is to explore enhanced occupational standards and methods of assessment in addition to the existing multiple-choice written examination. The CCDA recently completed its report entitled Lessons Learned, Next Steps on the Strengthening the Red Seal consultations and pilot projects. [Read more.](#) (Source: CCA Weekly August 14, 2012)

ECAA is again part of the organizing committee for the **STARS Gala**. We are looking for live and silent auction donations as well as raffle items. Items can be dropped off at the ECAA office or the form sent directly to STARS for volunteer pick-up. The 2nd annual Building Magic in the Air Gala, in partnership with the construction industry and STARS, is going to take place on Saturday, November 24, 2012 at the Crowne Plaza Chateau Lacombe in Edmonton.

The STARS Story. Relationships, people and the commitment to respond to the needs of the critically ill and injured are the foundation of STARS' journey from a dream and vision to reality. More than 26 years of history is captured in the stories of the people, places and teamwork that have contributed to over 22,000 missions flown.

STARS began in 1985 after Founder Dr. Greg Powell realized the need for a rapid critical care transport system for rural areas in the province. In December of that year the first patient, a critically ill infant, was flown to tertiary care in Calgary. STARS received formal recognition as an essential service not too long after, and continued to grow to serve a greater percentage of the province's population with bases in Edmonton and Grande Prairie. Today, STARS has become a western Canada phenomenon, with five bases responding to emergencies in Alberta, eastern British Columbia, Saskatchewan and Manitoba. A sixth base will be opening in Saskatoon in the fall.

Life can change without a moment's notice - from a workplace injury, a heart attack, a drowning, a spinal cord injury or a car crash. For patients who are critically ill and injured, every minute saved before treatment can increase their chances of survival and improve their prospects for recovery. STARS is more than just a helicopter. It is a comprehensive and responsive emergency medical system made up of several components. Our flight crews, air medical crews, and communications specialists work in concert to ensure that our patients receive the best care available in the shortest period of time possible. (Full story in ECAA Contactor, October 2012)

PUBLIC MEMBER REQUIRED for ECAA Board of Directors. ECAA has been notified by the Department of Enterprise and Advanced Education's Professional and Occupational Associations branch that Mrs. Sophie Schmaltz's term as public member is complete. Resumes from interested individuals at arms length from the association welcome. ECAA would like to personally thank and acknowledge Mrs. Schmaltz for her outstanding dedication and time committed to the association during her term as Public Member.

Board of Directors Update

NEXT Provincial Board meeting scheduled for Wednesday, September 26th.

Did you miss ECAA's 50th anniversary gala? Great video available www.EBMag.com, under videos. Thank you to A. Dalton, Electrical Business and A Capkun, Editor for sharing this with us.

Labour Update

Industrial Maintenance Labour Agreement Renewed. With the assistance of the ECAA Labour Relations Committee a group of contractors have concluded negotiations with IBEW 424 on the renewal of the Local 424 Maintenance Agreement which was ratified by the IBEW on July 9th, 2012. This maintenance labour agreement for contract industrial maintenance work with IBEW Local 424 has similar conditions to the General Presidents Agreement for Maintenance (GPA). The GPA covers contract maintenance work on many major resource and industrial facilities in Canada. Since the inception of the GPA in 1951 there has never been a labour dispute involving a union strike or a contractor lockout which has provided reliable, secure labour support for clients. The maintenance agreement's term is to December 31, 2016. For unionized contractors wishing additional information contact Jim Bendfeld at 780-619-8843 or the ECAA office 780-451-2412.

Labour Relations Support

The ECAA Industry Fund provides support for resolving grievances, coordinating collective agreement negotiations, Membership Development Fund Applications, collective agreement interpretation and application, etc.

BSV BETTER SUPERVISION BLENDED LEARNING PILOT PROGRAM FRIDAYS, SEPTEMBER 21, 28, AND OCTOBER 12, 2012

Better SuperVision has developed a new blended learning format for our Foreman training program which combines three full days of classroom training and completion of the e-learning first level supervisor program developed by Construction Sector Council. The e-learning package in conjunction with the three classroom days will be equivalent to our current six days of classroom training.

A **pilot program** of this blended learning program will be offered for 12 participants as follows:

Classroom Schedule: 8:00 a.m. - 4:30 p.m. on Fridays September 21, 28 and October 12, 2012.

Location: Alberta Pipe Trades College (16120 - 118 Avenue, Edmonton)

E-Learning Component: During the September 21 - October 12 time period, participants will be expected to complete an e-learning program which is anticipated to be 16 hours in duration. Participants will need to have access to a computer that utilizes the PC windows format (not Mac) and also the internet. Orientation to the e-learning program will take place on Friday, September 21 and participants will not be required to provide their own computers for the three Fridays in the classroom. Upon completion of this program graduates will receive the first seal on the Better SuperVision certificate. Better SuperVision pilot program participants will still be asked to complete Leadership For Safety Excellence and the field mentoring portions of the program in the normal manner for the second and third seals on their Better SuperVision certificate.

Program fees for this pilot program will be the current BSV fees which are \$850 plus GST. This includes the costs for participating in the e-learning portion of the learning. People interested in participating in this pilot program can apply by contacting

Shannon DeMaere at Shannon@clra.org or calling (780) 451-5444.

Local Chapter Activity

CALGARY - Next meeting Thursday, September 13th at the Blackfoot Inn. Guest speaker, Tim Dakers, Total Protection Systems Canada on "*Suppression Technology - Solutions that work for your Clients.*"

New trade permit fee estimator available online. To see and use the new fee estimator: <https://dbaservices,.calgary.ca/feeestimator/>

EDMONTON - Bob Carson Classic registration forms available on ECAA website www.ecaa.ab.ca. This tournament, booked for September 12th at the Highlands, sells out quickly. Donated golf prizes are very much appreciated. Contact smclean@ecaa.ab.ca or bsmith@ecaa.ab.ca if able to assist with prizes. Thank you. Chapter meeting scheduled for Monday, September 17th. *A presentation by Southwire on Labour Savings Products will be heard.*

FORT McMURRAY - Chapter meeting on Wednesday, September 19th at the Stonebridge Hotel. Guest Speaker Ron Warholik, Thomas & Betts. "*Nexus Monitoring System. Emergency Lighting Exit Sign and Battery Unit Monitoring and Testing System.*"

NORTH WEST - Chapter breakfast meeting on Friday, September 21st at the Stonebridge. Round table discussion with local chapter inspectors. Forward agenda items to President Tim Tarita.

NORTH EAST - Chapter meeting scheduled for Tuesday, October 16th at Spiros. Agenda items may be forwarded to President Terry Barnett.

CENTRAL - Code update course October 17th at the Holiday Inn with Chapter meeting to follow at 5:30 pm. Agenda items may be forwarded to President Darcy Teichroeb.

New Members

CONGRATULATIONS NEW PEC - Joseph Sparks (Calgary).

Professional Electrical Contractor (PEC) News

PEC Education Committee seeks student member volunteer. Jaiden Bonville has resigned from the committee due an out of province relocation. Jaiden's input at both the committee and chapter levels will be missed and we wish her all the best in her future endeavour.

VFD TRAINING INTERESTED? VFD(variable frequency drives) introductory training are you

interested? Many ECAA members did not get VFD's as part of their technical training. The PEC Education Committee while researching locally available training by associates discovered the possibility of a 4 hour (afternoon) course by a major VFD manufacturer, previously this training was usually for specific clients. If you are interested in a VFD (variable frequency drives) introductory training 4 hour course please email your interest to PEC_Edchair@ecaa.ab.ca by Sept 30, 2012

MENTORING AND COACHING FOR PEC's, Sept 2012

Definitions. We often hear a new buzz word for the latest leadership or popular business process only to find out that it is really a new name for an existing activity that has a long history. Two such terms are career **Mentoring** and job **Coaching**.

Daniel R. Tobin, <http://www.tobincls.com/mentoring.htm>, uses the following definitions;

"The mentor acts as your counselor, providing advice on career paths, development opportunities, and an overview of what it takes to become a leader in the company."

"The coach is more of a tutor, observing your work and actions, providing comments on execution, and teaching skills which may be lacking."

Mentoring. A mentor is an experienced person (not necessarily older) who typically has worked in several areas of the industry and also has management experience. A critical component in the mentoring relationship is a mutual respect between the mentor and mentee.

A mentee or protégé is the person being mentored. In addition to a regular PEC member, a mentee could be a student PEC who also requires mentoring in leadership, interpersonal and communication skills or an internationally trained electrician who requires mentoring in the Canadian electrical workplace culture.

Coaching. A coach can come from a variety of sources but needs to be an experienced, current, SME (Subject Matter Expert). A coach can be a colleague, a manager, or an employee but has to have the ability to tutor on a particular aspect of the job or electrical contracting process.

E.g. #1 A small electrical contractor is bidding on a strip mall project for the first time. The coach may tutor the contractor in setting up the estimate, not actually doing the estimate.

E. g. #2 An employee who has had minimal training in data cabling may be assigned to do a data cabling project which they have not done before. A coach would tutor the contractor in the basic techniques, avoiding pitfalls and quality control, in order to avoid failure rather of testing standards due to workmanship or installation errors.

E. g. #3 A small contractor could be bidding, for the first time, on a job at a large work site with a general contractor. A coach would tutor the small electrical contractor on the relationship between the electrical sub-trade and the general contractor before bidding on the job.

Time Frames for Mentoring and Coaching. Mentoring is usually provided over a set period of time, typically 6 months, with at least one meeting per month. The suggested minimum meeting time would be two hours giving a total training time of 12 hours over the six months. The two parties would mutually agree on the timing. Coaching is typically job specific, requiring a limited number of sessions to accomplish a specific task. Coaching is not meant to replace a long term training course. In the data cabling example # 2, the coach would

not be tutoring someone who has no data cabling knowledge, but rather helping someone get up to speed on specifics. Coaching could also be done by having questions on a specific topic submitted prior to a PEC meeting where questions could be answered by a SME coach. For example, solar module installation could be the PEC luncheon topic. Questions on this topic could be submitted by a specific cutoff date prior to the meeting then answered by the SME Solar coach. A PEC member acting as a coach could take a group of electrical supplier employees on a field trip to do on site identification of common electrical products and assemblies.

Benefits of Mentoring and Coaching. Experienced PEC's have an opportunity to give back to their profession by mentoring or coaching. For each hour of mentoring or coaching a PEC earns 1 point of annual professional development. PEC's will be developing a culture of networking within the ECAA. This activity is in line with the ECAA goal of increased contractor knowledge and efficiency. Mentoring and coaching will ensure that the vast amount of expertise available with this generation of PEC's will be passed on to the new generation of student PEC's.

In summary, career mentoring provides **counseling** on building career development strategies, developing professional development goals, a networking opportunity, enhancing valuable leadership, interpersonal, communication skills and Canadian Electrician workplace culture.

Job Coaching provides **tutoring** on a particular aspect of your job or electrical contracting process.

The concepts of career mentoring and job coaching are not new but their use is now more formalized. So, rather than just meeting over coffee or a drink to wring some information from a colleague, the ECAA hopes to provide a formal and potentially much more valuable process to help the PEC be more successful and efficient. The PEC Education Committee hopes to have the **Mentoring** and **Coaching** program in place beginning in the fall of 2012. Any comments or questions are welcome.

Mike Fleming PEC Education Chair email : PEC_Edchair@ecaa.ab.ca

Volunteers Needed

Upcoming Career Fairs:

- Alberta Employment and Career Fair (September 28th & 29th, Edmonton). ECAA is still looking for a volunteer on Friday, September 28th from 12:00 - 2:00 pm. If you are able to assist please contact bsmith@ecaa.ab.ca. Thank you to those who have already volunteered their time.

Continuing Education

Registrations being accepted for all courses scheduled in 2012 (complete list on ECAA website under PEC section and in Calendar of Events):

Safety Principles - September 20th & 21st (Edmonton) A well developed safety program can reduce costs resulting from injury and property damage, and is the hallmark of a quality electrical contracting firm.. The first day of the course shows you each step to develop and implement an effective safety program for your small to medium sized electrical contracting

firm.

The next day is designed to help managers ensure construction supervisors fine-tune their safety skills by:

- clearly understanding what their safety roles and responsibilities are
- presenting and delivering effective training to workers and maintaining high worksite safety standards
- conducting effective site inspections - and developing appropriate recommendations
- investigating - the steps to follow and processes involved

Business & Public Relations - September 28th & 29th (Calgary) A series of five modules designed to give you essential and proven management concepts in the areas of managing: Credit & Collections, Business Promotion, Sales Management, Business Management and Human Resource Management. Each module will teach you hands-on management strategies to immediately begin improving the performance and profitability of your electrical contracting business.

Available through ECAA.

ELECTRICAL SAFETY TRAINING SYSTEM (ESTS) is a computer based, distance delivered program that recognizes Provincial & Federal Occupational Health & Safety Regulations. The program promotes a "Plan, Do, Check, Act" philosophy applying CSA Z462, based on CSA Z1000 Occupational Health & Safety Management System Standard. ***Course is complimentary to all unionized electrical contractors and their employees that have a bargaining relationship with the IBEW Local 424.*** Contact Brittany (bsmith@ecaa.ab.ca) to sign up.

If you are an ECAA Contractor or Associate member and would like us to help promote an industry or company event please contact us directly at 1-800-252-9375.

We value your feedback and it is important to us. Please submit any comments to ecaa@ecaa.ab.ca