

**ELECTRICAL TRADE SYMPOSIUM
OCT 2001**

EXECUTIVE SUMMARY

DECEMBER 31, 2001

ELECTRICAL TRADE SYMPOSIUM II

PREFACE

On May 26, 2001, the Provincial Advisory Committee for the electrical trade organized a symposium to provide an opportunity for all sectors of the electrical industry to re-evaluate the future direction of the electrical trade. At that time the key findings of the symposium were compiled in the form of Guiding Principles (See Appendix "A").

Subsequently on October 20, 2001 at the request of the May 26th attendees a second symposium was held to further these Guiding Principles, ultimately in the form of a proposal to the MTCU for their consideration. As with the first symposium it was attended by a cross-section of labour and management from the electrical industry (See attached Appendix "B" for a list of participants). The sponsors of the second symposium were CSAO, ECAO, ESA, IBEW and OEL.

SUMMARY

It was the Steering committees decision to deal with the four Guiding Principles not on an element by element basis but to present five potential "models" that could provide the best vehicle to achieve these principles.

The attendees first reviewed the Executive Summary of Electrical Trade Symposium I and consensus was confirmed. Next they were given a detailed background presentation outlining the current roles and regulations governing the electrical industry. Finally, they were presented with the five strategic "models". The Guiding Principles and their elements were to scored against these "models" in a series of workshops to determine the best and most effective one.

The following five "models" were evaluated:

Strategic Model #1

STATUS QUO – Continue to maintain the electrical trades under present split legislation, with the Construction & Maintenance Electrician (C &M), the Domestic & Rural Electrician (D&R) and the Power Lineman under the Trades Qualifications & Apprenticeship Act (TQAA) and the Industrial Electrician under the Apprenticeship & Certification Act (ACA). The authority would be of the Ministry of Training, Colleges & Universities (MTCU), with delegated enforcement authority to the Ministry of Labour (MOL)

Strategic Model #2

TRANSFER TO ACA - All the electrical trades move to the new legislation, the ACA, under the authority of the MTCU.

Strategic Model #3

ESTABLISH NEW AUTHORITY – Create a new non-government agency with authority over all electrical trades similar to the technical Standards & Safety Authority (TSSA).

Strategic Model #4

ESA AS AUTHORITY – Use Electrical Safety Authority (ESA), with an expanded mandate similar to TSSA as the authority.

Strategic Model #5

TRANSFER ELECTRICAL TRADES TO ACA WITH ESA – Move all the electrical trades to the new legislation, the ACA, under an existing agency (ESA) with expanded mandate.

Strategic Model #6

The option was made available to the workshop participants to develop another model.

The attendees were divided up into three workshop groups of approximately fifteen people. In each of these workshops they were to score the elements of the four Guiding Principles against each of the five “models”. Model #1, the status quo, was to be considered the baseline model. Using these baseline scores each component was then scored for the other four “models”. The total scores were then compared.

All three workshops unanimously agreed that **Model #4** was the choice. Model #3 did receive high consideration and in fact was tied for top score in two groups. The one group broke the tie in the workshop by scoring other considerations, namely financial, infrastructure, political acceptability and industry acceptance. The other group broke their tie upon further discussion in plenary.

NEXT STEPS

The attendees agreed to the following Next Steps:

1. Establish a working group to write a proposal incorporating the Guiding Principles under the accepted Strategic Model #4. (the working group was established in plenary consisting of the original Steering Committee plus two more volunteers from the attendees)
2. A formal approval process is undertaken
 - Circulate for editing by working group
 - Distribute to industry stakeholders including electrical Trade Symposium participants for feedback
 - Forward to sponsoring organizations for approval and endorsement.
 - Presentation to appropriate government ministries

CONSIDERATIONS

During plenary discussions after the workshops were completed, there were several ideas put forth by the attendees for consideration by the working group.

- Financial considerations
- Infrastructure changes needed
- Political acceptability
- Acceptance by the industry
- Further development of Model #4 and comparison to TSSA
- Show all our homework
- Tie the whole proposal to Bill 35
- Request changes to the TQAA
- Reference Ottawa and Hamilton enforcement programs

APPENDIX 'A'

**ELECTRICAL TRADE SYMPOSIUM
MAY 2001**

EXECUTIVE SUMMARY

SEPTEMBER 25, 2001

ELECTRICAL TRADE SYMPOSIUM

PREFACE

On May 26, 2001, the Provincial Advisory Committee for the electrical trade organized a symposium to provide an opportunity for all sectors of the electrical industry to re-evaluate the future direction of the electrical trade. The one-day symposium was attended by a cross-section of management and labour from the electrical industry (see attached Appendix A for list of participants).

Since 1966, the electrical trade in Ontario has been regulated by the provincial Trades Qualification and Apprenticeship Act (TQAA). Two branches of the trade, construction and maintenance electrician, and rural and domestic electrician, are designated compulsory, in that it is against the law to do the work of these trades unless you are a certified journeyman or a registered apprentice working under the supervision of a certified electrician. Both the industrial electrician and lineworker trades (power and construction) are considered voluntary trades.

Under the TQAA, the provincial Apprenticeship Branch has created a number of exemptions that allow electrical work to be carried out without the use of a certified electrician. For example, electrical work done in industrial plants, schools and hospitals is considered exempt.

For the past decade the Provincial Advisory Committee (PAC) has struggled with ensuring public safety while embracing new technology and expanding market demands on the trade. To meet this challenge, the PAC with the assistance of sponsoring organizations*, organized this one-day symposium. The symposium reviewed the current regulatory framework for the electrical trades, future demands on the trade, and held workshops on the issues of specialization and public safety. The following key findings of the symposium have been compiled in the form of Guiding Principles

- * Electrical Contractors Association of Ontario
- Ontario Electrical League
- International Brotherhood of Electrical Workers
- Construction Safety Association of Ontario
- Electrical Safety Authority

GUIDING PRINCIPLES

1. TRADE SPLINTERING

ALL ELECTRICAL TRADES ARE TO BE COMPULSORY.

The fragmentation of the electrical trade is not an option. All electrical related trades are to be compulsory. This includes the present licenses for the Construction & Maintenance, Industrial, Domestic & Rural and the Power Line trade. Any splintering off of specialties into separate trades is not acceptable. Such specialties as Entertainment, Communications, Traffic, Fire Alarm or Signs require a **comprehensive** knowledge of electricity.

THE ELECTRICAL TRADE IS TO BE SELF-REGULATED & INDUSTRY-DRIVEN, IN PARTNERSHIP WITH GOVERNMENT (SINGLE AGENCY)

It is the consensus of the industry stakeholders that the electrical industry should be self-regulated and industry driven. This should be accomplished in partnership with government through a single monitoring agency.

THERE SHOULD BE COMPULSORY CORE STANDARDS FOR THE ELECTRICAL TRADES

There should be two distinct types of electrical licenses. Both electrical licenses should be compulsory and the core training standard should be the same. Obviously there is a distinction between the electrician and the power lineman. But the power lineman license must also be compulsory.

THE C of Q SHOULD ACCOMMODATE CHANGES IN THE TRADE AND TECHNOLOGY THROUGH SPECIALIZED ENDORSEMENTS

The ever-increasing changes in technology in the electrical industry require specialized training. The mechanism to handle specialized skills required for electrically related areas of expertise should be through a system of endorsements to the C of Q. Because these areas are directly related to the electrical trade the prerequisite should be an electrical C of Q. This training would carry with it certification in the form of these endorsements.

THE SYSTEM SHOULD BE RESPONSIVE TO “GRANDFATHERING” ISSUES

Both the common electrical licenses and the associated endorsements will have to be sensitive to experience already gained by practicing electricians. This experience will have to be recognized by some sort of “grandfathering” mechanism.

2. ENFORCEMENT

TO PRESERVE THE COMPULSORY NATURE OF THE TRADE EFFECTIVE ENFORCEMENT IS ESSENTIAL

There was a unanimous consensus amongst the groups for the enforcement of the C of Q. The group felt that enforcement is essential to preserve the compulsory nature of the trade. A compulsory trade requires mandatory training for certification. To ensure that this is upheld throughout the industry, it is necessary to have effective enforcement of the C of Q. Effective enforcement must be consistent, fair, cost effective and carry with it consequences.

THROUGH ENFORCEMENT WE WILL ENHANCE PUBLIC SAFETY, IMPROVE WORKER SAFETY, REDUCE THE UNDERGROUND ECONOMY AND PROVIDE A LEVEL PLAYING FIELD FOR CONTRACTORS

Ultimately the consequences of enforcement if heavy enough would reduce the underground economy and level the playing field for all contractors.

If only qualified workers are allowed to do electrical work this should inherently improve worker and public safety.

WE MUST ENSURE WE HAVE ADEQUATE EFFECTIVE FUNDING TO PAY FOR ENFORCEMENT

Enforcement will come with a cost. It is essential that an adequate funding mechanism be developed to pay for this.

A COMPETENT INDUSTRY-REGULATED SINGLE AGENCY IS REQUIRED TO PROVIDE PROVINCE-WIDE ENFORCEMENT

In order to improve the effectiveness of enforcement there is a need to reduce fragmentation of responsibilities among various agencies. There should be a competent single agency that is responsible for enforcing the electrical C of Q, making use of existing infrastructure as much as possible. Regulations governing the electrical trade and electrical safety should be integrated and consolidated.

ENFORCEMENT MUST PROVIDE “VALUE ADDED” TO THE CUSTOMER, CONTRACTOR AND WORKER

The customer must perceive that enforcement will ensure a better quality and safer installation. The contractor's reality should be that he is now competing on a level playing field with his fellow contractors. And finally the worker will feel his C of Q is worth all the hard work and training he/she has put into it.

3. PROMOTION

THERE IS A NEED TO INFORM THE CONSUMER, GENERAL PUBLIC AND THE WORKER OF THE MANDATORY NEED/VALUE OF HAVING A LICENSED ELECTRICIAN DO ELECTRICAL WORK

The electrical industry has done a commendable job supplying the consumer with safe electrical installations. This has been accomplished by a compulsory licensed electrical trade installing the code-regulated infrastructure required to deliver a potentially lethal commodity in a safe manner. Now is the time to remind everyone of how it is accomplished – by a qualified licensed electrician installing to a strict electrical code.

ESTABLISH STRATEGIC ALLIANCES WITH STAKEHOLDERS (i.e. MEA, INSURANCE INDUSTRY, REALTY) TO SUPPORT THE NEED FOR A COMPULSORY LICENSED ELECTRICAL TRADE

It is important to develop alliances with the stakeholders who have a vested interest in supporting the need for a compulsory licensed electrical trade. A coordinated effort in promoting the interests of all will only lend weight to the message.

THERE IS A NEED FOR REAL TIME IDENTIFICATION OF THE C of Q HOLDER

If the electrical license is to be promoted and enforced there is a need to be able to identify that an individual is indeed a qualified electrician. This can be accomplished by a real time identification means such as a photo ID.

PROMOTION WILL ENHANCE THE VALUE OF THE C of Q

The perceived value of the C of Q will only improve with promotion. The compulsory nature of the electrical license and the inherent danger of electricity can be promoted in such a way as to depict the electrician as the heroic tradesperson.

More so than any other trade, the electrical trade is inherently driven by advancing technology - not only by the products and tools but by the ever increasing skills required. Promotion of this aspect of the trade will enhance its value as a career.

THE ENHANCED VALUE OF THE C of Q WILL SERVE TO ATTRACT STUDENTS TO THE TRADE AS A CAREER

With the current concern about the shortage of skilled trades, it is important that the electrical trade has a certification or license that is perceived to have an enhanced value. By promoting this enhanced value to students it will ensure that our industry will potentially have a continuous

flow of candidates who are interested in a highly respected career with a future.

PROMOTION WILL REINFORCE EFFORTS IN OTHER AREAS

Promotion will only serve to educate everyone to the need for compulsory licenses, enforcement of the licenses, public safety, worker safety and recruitment

4. TRAINING

THERE IS A NEED TO ESTABLISH A COMPREHENSIVE CORE-TRAINING STANDARD FOR AN ELECTRICIAN & POWERLINEMAN AS A PREREQUISITE TO ANY ENDORSEMENTS

Certification for all electrical related work shall require a core-training standard. Line work shall be a compulsory trade and require its own core-training standard. These core-training standards will be basic requirements that will lead to specialized endorsements within the respective trades.

THERE IS A NEED TO ACCOMMODATE CHANGES TO THE TRADE AND TECHNOLOGY THROUGH SPECIALIZED ENDORSEMENTS

Recognizing that the electrical trade is technology driven and inclined to specialized fields a program of endorsements needs to be developed to accommodate them.

CONTINUING EDUCATION TO ENSURE CODE COMPETENCY TIED TO RENEWAL AND ENFORCEMENT

Because of ever changing technology and code requirements continuing education is necessary for an electrician to keep up his/her skills and knowledge. At the very least code competency is required education and should be tied to the renewal of the C of Q.

APPENDIX 'B'

**PARTICIPANTS TO THE ELECTRICAL TRADE
SYMPOSIUM PHASE II - OCTOBER 20, 2001
REVISED October
24/01**

First Name	Last Name	Company	Telephone	Fax	E-Mail
Jim	Baker	Ontario Electric League	416-495-0052 #29	416-495-1804	jim.baker@oel.org
Walter	Burch	Ontario Electrical League	416-495-0052 #28	416-495-1804	walter.burch@oel.org
Richard	Cullis	Dial One Wolfdale Electric	905-564-8999	905-564-5677	rcullis@dialonewolfedale.com
Rodger	Dean	IATSE Local 873	416-699-8501	416-693-0154	rdean@on.aibn.com
Steve	Douglas	Electrical Safety Authority	905-712-7810		steve.douglas@electrical safety.on.ca
Cathy	Fenwick	Bliant	519-354-0991	519-354-0692	fenwickk@mnsi.net
Roger	Fontaine	Fontaine Electric/Div of Laurier Ele	613-936-0852	613-938-1425	
Mike	Galley	Cyril B Smith Electric	905-562-4168	905-562-7910	cbsmith@iaw.on.ca
Robert	Gullins	IBEW Local 353	416-510-3530	416-510-3531	bobgibew353.org
Bob	Hill	IBEW Construction Council	416-674-6940	416-674-9541	bob_hill@ibewcco.org
Lucy	Impera	Electrical Safety Authority	905-712-5682	905-507-4572	lucy.impera@electricalsafety.on.ca
Jim	Kearns	Electrical Safety Authority	705-739-5107	705-726-9090	jim.kearns@electricalsafety.on.ca
Terry	Kelsey	IBEW Local 894 Oshawa	905-623-7851	905-623-1091	tkelsey@oix.com
Gary	Lehman	Electrical Contr Assoc of Ontario	416-675-3226	416-675-7736	glehman@ecao.org
Dale	MacDonald	Honey Electric Ltd	519-351-0484	519-351-8710	honey@ciaccess.com
Peter	Marcucci	Electrical Safety Authority	905-712-5682	905-712-7849	peter.marcucci@electricalsafety.on .ca
Gerry	Maw	G.Maw Electrical Service	705-789-5258	705-789-3975	maw@surenet.net
Ed	Nott	IBEW 353 Technical Education	416-510-3530	416-510-3531	ibewtec@interlog.com
Peter	Olders	Communications Training Centre	416-674-6963	416-674-9541	polders@attcanada.ca

Ted	Olechna	Electrical Safety Authority	905-507-4572	905-564-6542	ted.olechna@electricalsafety.on.ca
Case	Opdam	Opdam Enterprises	905-935-4674		copdam@niagara.com
Tony	Poirier	Durham College	905-721-2000	905-721-3361	poiriert@durhamc.on.ca
Dan	Racicot	Dan Racicot Electric Ltd	705-268-7735	705-360-5152	
Barry	Roberts	B.G. Roberts Electric Co Ltd	905-885-2138	905-885-0509	robelco@nhb.com
Dave	Shanahan	IBEW Local 1739 Barrie	705-734-9590	705-726-7218	
Dave	Sinclair	Almaguin Electric Ltd	705-789-7131	705-789-6743	djs@muskoka.com
Steve	Smith	Electrical Safety Authority	905-712-7871	905-712-3013	steve.smith@electricalsafety.on.ca
Mark	Steane	IBEW Local 353	905-302-2132	905-676-4749	msteane@ellisdon.com
Ted	Szwec	IBEW Local 353	905-841-8686	416-510-3531	
Bob	Thompson	Electrical Safety Authority	905-866-9009		robert.thompson@electrical safety.on.ca
Gordon	Thomson	Gordon Thomson Electric Ltd	519-856-4268	519-856-4268	
Art	Wanuch	McLights & Manufacturing Ltd	705-739-7886	705-739-1067	art@mclights.com
Len	Zawaski	IBEW Local 353 Toronto	416-510-3530	416-510-3531	lenz@ibew353.org