

COLLEGE OF TRADES APPOINTMENTS COUNCIL AND CLASSIFICATION ROSTER

2017-2018 Annual Report

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ABOUT THIS ANNUAL REPORT

This is the College of Trades Appointments Council and Classification Roster's first annual report. The Government of Ontario Management Board of Cabinet's *Agencies and Appointments Directive* ("Directive") requires non-board governed regulatory agencies (like COTACCR) to submit an annual report within 90 calendar days after the end of the fiscal year.

The Directive requires an Annual Report for non-board governed regulatory agencies to include:

- A report on the agency's activities, including recruitment activities, during the preceding fiscal year;
- A financial statement for the agency for the preceding fiscal year; and
- Any legislatively required content.

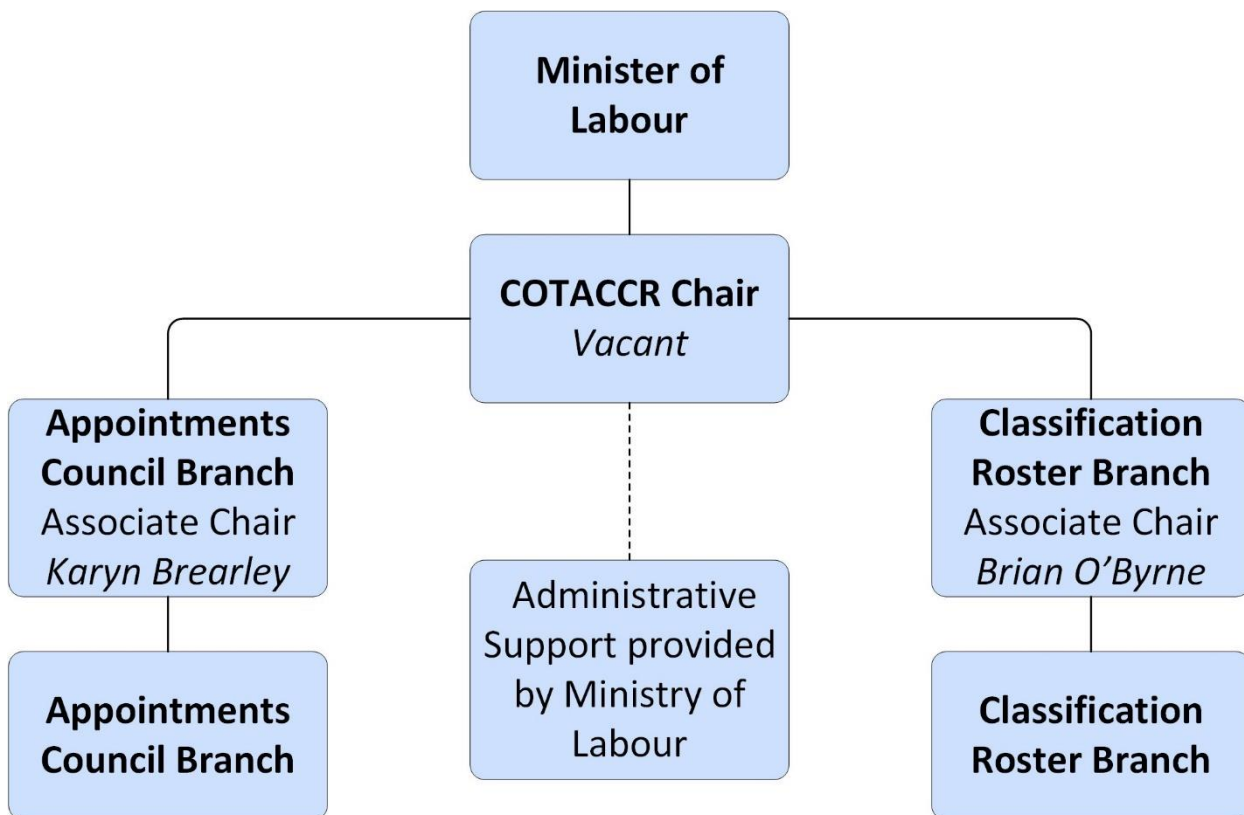
Annual reports would normally include information on the preceding financial year. However as the College of Trades Appointments Council and Classification Roster was created on December 8, 2016, this Annual Report includes information on the period December 8, 2016 to March 31, 2017, in addition to April 1, 2017 to March 31, 2018.

THE COLLEGE OF TRADES APPOINTMENTS COUNCIL AND CLASSIFICATION ROSTER

The College of Trades Appointments Council and Classification Roster (COTACCR) is a non-board governed regulatory agency. It was established on December 8, 2016 as part of legislative amendments to the *Ontario College of Trades and Apprenticeship Act, 2009* (OCTAA).

COTACCR has two branches: the Appointments Council branch and the Classification Roster branch. Administrative support is provided to COTACCR by Ministry of Labour staff.

COTACCR Structure:



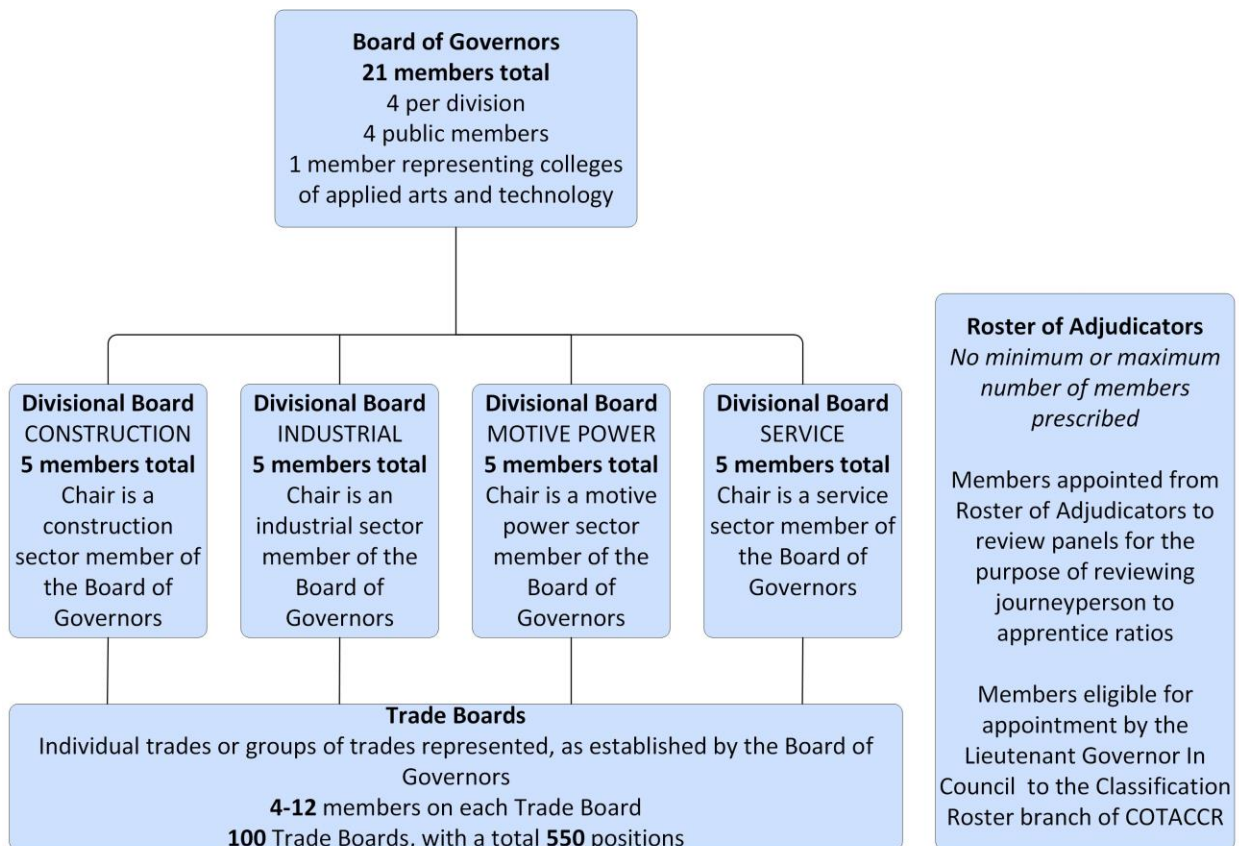
The Appointments Council and Classification Roster branches have separate and distinct mandates and operate independently of each other, with oversight provided by the Chair of COTACCR.

Appointments Council

The Appointments Council branch is composed of nine members, including the Associate Chair, currently Ms. Karyn Brearley. The Council is responsible for making appointments to the Ontario College of Trades' governing structure. This includes appointments to the College's Board of Governors, trade sector divisional boards, trade boards and the roster of adjudicators.

The Appointments Council meets as a group, with quorum a majority of the nine positions on the Council (i.e. a quorum of five). The Appointments Council Associate Chair is responsible for chairing meetings and participates in meetings and decision making as a full and equal member of the Council.

College of Trades Governing Structure:



The Board of Governors is the main governing board of the College. It manages and administers the affairs of the College. The Board is composed of a total 21 members (with quorum set at 11 members) and is made up of:

- 16 members representing the trade sectors. Four from each of the four sectors: construction, motive power, industrial, service. Two members from each sector are appointed as employer representatives, and two are appointed as employee representatives.
- Four members representing the public who are not members of the College, or have an affiliation with a member of the College, a trade, or an employer of individuals in a trade that may bias their decisions.
- One member is appointed as representing the colleges of applied arts and technology

Divisional Boards advise the Board of Governors on issues relating to trades within their respective sectors and perform other such functions as may be assigned by the Board of Governors. There are a total of four Divisional Boards, one for each of the four sectors (construction, industrial, motive power, service). Each Divisional Board is composed of a total five members:

- Four members from the relevant sector. Two members are appointed as employer representatives, and two are appointed as employee representatives.
- One member shall be a Board member for the same sector as the divisional board and he or she shall be the chair of the divisional board.

Trade Boards are established by the Board of Governors for a trade or a group of trades in a sector. The Board of Governors also sets the size of each trade board at four, six, eight, ten or twelve members. Trade boards advise and make recommendations to the relevant sector divisional board on issues relating to the trade or group of trades in relation to which it was established. There are currently a total of 100 trade boards with a total of 550 positions.

The Roster of Adjudicators provides members to three-person review panels established by the Board of Governors to review journeyperson to apprentice ratios. OCTAA requires that appointees to the roster “shall be capable of, and shall act in, a neutral and impartial manner”. Members of the roster of adjudicators are also eligible

to be appointed by the Lieutenant Governor in Council to the Classification Roster branch of COTACCR.

Appointments Guidelines

When making appointments, OCTAA requires the Appointments Council to take into account the importance of reflecting the following across the governing structure of the College:

- (a) Ontario's English and French linguistic duality;
- (b) the diversity of Ontario's population;
- (c) gender balance;
- (d) representation from unionized and non-unionized and from large, medium and small business environments; and
- (e) the various geographic areas of Ontario, as named in a Board regulation (Central, East, North, West).

Classification Roster

The Classification Roster is composed of at least eleven members, including an Associate Chair and at least ten other members. The current Associate Chair is Mr. Brian O'Byrne.

The Associate Chair of the Roster is responsible for establishing five-person classification panels that will make determinations about the classification of trades. New trades may be referred to the Roster by the Minister of Labour, and existing trades may be referred by the Ontario College of Trades Board of Governors.

OCTAA requires these five-person classification panels to be composed of:

- One public member who has adjudicative experience or expertise, and who will be appointed as a Chair of the panel;
- Two further public members; and,
- Two members from the roster of adjudicators (one employer representative, and one employee representative). Neither member shall be affiliated with the specific trade to which the matter relates.

Each panel provides its determinations in a report to the Minister of Labour.

AGENCY ACTIVITY

During the reporting period of this Annual report, work has progressed towards the recruitment of an agency Chair, with the position being advertised in 2017. Work has also commenced to develop a number of products to support the Chair once appointed, including work supporting a memorandum of understanding between the Chair and Minister of Labour, and conflict of interest and code of ethics policies. During the reporting period, a multi-year business plan for 2018-2021 was developed and posted on the Agency's website.

Appointments Council Activity

The Appointments Council met 14 times between December 8, 2016 and March 31, 2018. In this time it made 115 appointments.

As anticipated in the 2018-2021 business plan, the Appointments Council has undertaken a range of activities to support its mandate to make appointments to the Ontario College of Trades governing structure.

Appointment Process

The Appointments Council has reviewed its processes throughout the reporting period, working to identify improvements at every step from the application form to its appointment decision to ensure it is consistent with statutory requirements, fair, accessible, inclusive and merit based. To support this, the Council launched a survey to all members of the College's governing structure in December 2017 to obtain feedback on its application process. Results of the survey have informed its continuing work in this area.

College engagement

The Council recognizes that the College is a key partner in the sustainability and success of the agency's mandate to appoint individuals to the College's governing structure. The Council has continued to improve engagement with the College; the Associate Chair met with Trade Board Chairs and Vice-Chairs in September 2017 and the Board of Governors in February 2018.

The Council has also worked with the College to identify required skills and competencies for specific areas of the governing structure. In addition to the legislated requirements, these competencies will support appointments by bringing the right balance of skills and experience to the governing structure.

Recruitment and outreach

The Council has continued to identify opportunities to raise awareness of the College's governing structure. As part of its growing engagement with the College, placements promoting applications to the Council were included in the summer 2017 and spring 2018 editions of the College's member magazine. Outreach was also supported by a social media campaign with content on Twitter and promoted posts on Facebook.

2017-18 marked the six-year anniversary of the first appointments made to the College's governing structure. With this anniversary also came the expiration of the six-year terms by individuals at all levels of the College's governing structure, beyond which they could not be reappointed without first taking a one-year absence.

In communication with the College, appointments to the College's Board of Governors were identified as a priority, to ensure the Board was able maintain quorum. Nine members of the College's Board were scheduled to meet their maximum six-year terms in August 2017. The Council worked to identify potential appointments, review applications and interview candidates for these positions, resulting in eight new appointments to the Board of Governors.

The largest number of appointments reaching their six-year terms were within the College's trade boards, with 125 appointments scheduled to reach their six-year terms in the reporting period. In order to continue to provide a larger pool of potential applicants, O. Reg 421/12 was amended to allow members of trade boards and roster of adjudicators whose six-year terms were expiring in 2018 to be eligible for reappointment without taking the mandated one-year absence.

This exemption applies to:

- Trade board members who were first appointed from February 15, 2012 to October 1, 2012, inclusive, and whose sixth consecutive year of service takes place on or between February 14, 2018 and September 30, 2018; and
- Roster of adjudicator members who were first appointed from February 15, 2012 to May 14, 2012, inclusive, and whose sixth consecutive year of service takes place on or between February 14, 2018 and May 13, 2018.

The exemption will be revoked in March 2023.

Appointments

Two tables are included below: the first providing a breakdown of the appointments to the College's governing structure as at March 31, 2018 and the second providing a breakdown of the appointments made to the College's governing structure from December 8, 2016 to March 31, 2018.

As at March 31, 2018, the governing structure maintained a balance between employer and employee representatives (51.5% employers and 47% employees) and appointees from unionized and non-unionized business environments (48% unionized and 50% non-unionized). Nearly a third of the governing structure were from small business environments, and all four geographic areas maintained representation.

Table 1: Appointments to the governing structure of the Ontario College of Trades as at March 31, 2018

Appointment Group	Appointments Positions Filled	Employer Representatives		LINGUISTIC DUALITY			Diversity ⁵	GENDER BALANCE		BUSINESS ENVIRONMENT			GEOGRAPHIC AREA ⁴				TERM OF APPOINTMENT				
		Employer Representatives	Employee Representatives	French	English	Bilingual		Male	Female	Unionized	Non-Unionized	Large	Medium	Small	Central	Western	Northern	Eastern	1 year	2 years	3 years
Board of Governors	13	6	4	0	12	1	0	12	1	4	6	5	3	2	7	6	2	2	3	0	10
Trade-Sector members	9	5	4	0	9	0	0	9	0	3	6	4	3	2	4	4	0	1	2	0	7
Public members ¹	3	NA	NA	0	2	1	0	2	1	NA	NA	NA	NA	NA	2	1	1	0	0	0	3
Colleges of Applied Arts and Technology member ²	1	1	NA	0	1	0	0	1	0	1	0	1	0	0	1	1	1	1	1	0	0
Divisional Boards	5	3	2	0	4	1	0	4	1	3	2	3	0	2	2	3	0	0	1	0	4
Trade Boards ³	140	71	69	1	133	6	20	120	20	68	72	59	36	45	83	34	12	20	30	18	92
Roster of Adjudicators	5	4	1	0	4	1	0	5	0	3	2	3	0	2	1	0	2	2	0	0	5
TOTAL	163	84	76	1	153	9	20	141	22	78	82	70	39	51	93	43	16	24	34	18	111

Table 2: Appointments made by the Appointments Council to the governing structure of the Ontario College of Trades from December 8, 2016 to March 31, 2018

Appointment Group	Appointments Made	Employer Representatives	Employee Representatives	LINGUISTIC DUALITY			Diversity ⁵	GENDER BALANCE		BUSINESS ENVIRONMENT			GEOGRAPHIC AREA ⁴				TERM OF APPOINTMENT				
				French	English	Bilingual		Male	Female	Unionized	Non-Unionized	Large	Medium	Small	Central	Western	Northern	Eastern	1 year	2 years	3 years
Board of Governors	12	6	5	0	10	2	1	10	2	6	5	7	1	3	6	6	1	2	1	4	7
Trade-Sector members	10	5	5	0	9	1	1	9	1	5	5	6	1	3	5	4	0	1	0	4	6
Public members ¹	1	NA	NA	0	0	1	0	0	1	NA	NA	NA	NA	NA	0	1	0	0	0	0	1
Colleges of Applied Arts and Technology member ²	1	1	NA	0	1	0	0	1	0	1	0	1	0	0	1	1	1	1	1	0	0
Divisional Boards	5	3	2	0	5	0	1	4	1	2	3	4	0	1	2	2	0	1	2	0	3
Trade Boards ³	98	50	48	0	90	8	8	84	14	45	53	39	25	34	56	25	7	13	13	11	74
Roster of Adjudicators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	115	59	55	0	105	10	10	96	17	52	61	49	26	38	64	33	8	15	16	15	83

Notes on the tables:

¹ Members representing the public are not members of the College and do not have an affiliation with a member of the College or with a compulsory or a voluntary trade or an employer of individuals in a compulsory or a voluntary trade that, in the opinion of the Council, may bias their decisions. These members are not included as part of the data categories for: Employer or Employee Representative or the Business Environment. ² The member representing the colleges of applied arts and technology is included in the data for Employer Representative, Business Environment (unionized, large) and all four Geographic Areas. ³ Distributed across 50 trade boards. ⁴ Some members have self-identified as representing more than one geographic area in Ontario. ⁵ Diversity is a voluntary disclosure category in which applicants may opt to self-identify as a Person of Colour, a Person with a Disability, and/or Aboriginal (First Nation, Indian, Métis, Inuit, or a person of Aboriginal Ancestry).

Classification Roster Activity

Work commenced in the reporting period to establish the Classification Roster branch of the agency and to ensure its readiness to form Classification Panels from January 2019 onwards, the point at which referrals to the Classification Roster are anticipated to begin.

Appointments

Currently eight (8) Classification Roster positions are populated, including the position of Associate Chair.

Classification Review framework

The *Ontario College of Trades and Apprenticeship Act, 2009* established the framework for the Classification Roster and for classification reviews, and these legislative provisions were proclaimed on April 23, 2018. Two regulations were also required before the process could be fully operational:

- A Minister's regulation setting out the criteria and process that a classification panel must use in making a determination; and
- A Board of Governors' made regulation prescribing the process for referring a trade to the Classification Roster for a review by a classification panel.

These two regulations came into force on July 1, 2018.

RISKS ADDRESSED IN 2017/18

Memorandum of Understanding

Government continues to seek a candidate to fill the role of COTACCR Chair.

In the interim, COTACCR is continuing to work with the Ministry of Labour to finalize the memorandum of understanding (MOU) between MOL and COTACCR that is required by the Agencies and Appointments Directive. The MOU will be reviewed and finalized by the Minister of Labour and the COTACCR Chair.

Although the MOU is not finalized, the Ministry has informed the agency that it is responsible for its compliance with the OCTAA and other applicable legislation (such as the Public Service Act of Ontario and the Freedom of Information and Protection of Privacy Act), and the Agencies and Appointments Directive and all other applicable government directives, policies and guidelines.

Recruitment

The demand for qualified applicants to be selected for positions on trade boards, divisional boards and Board of Governors continues to be high.

The Appointments Council branch of COTACCR continues to engage with trade and apprenticeship sectors in order to fill positions on the OCOT governing structure with qualified applicants. The Council will continue to develop outreach and recruitment strategies to ensure that boards within the governing structure have quorum and are able to progress their agendas effectively.

AGENCY MEMBER EXPENDITURES

Members of COTACCR receive per diems and are reimbursed for expenses incurred through meeting attendance, or other agency business, in accordance with the Government of Ontario Management Board of Cabinet's *Travel, Meal and Hospitality Expenses Directive*. The Council's administrative needs are provided by the Ministry of Labour.

Expenses for the period December 8, 2016 to March 31, 2017

Item	Amount
Per Diems	\$ 4,435.35
Expenses (including tax)	\$ 767.24
Total	\$ 5,202.59

Expenses for the period April 1, 2017 to March 31, 2018

Item	Amount
Per Diems	\$ 17,478.63
Expenses (including tax)	\$ 3,650.52
Total	\$ 21,129.15

AGENCY MEMBERS

Branch	Position	Name	Tenure
N/A	Chair	VACANT	VACANT
Appointments Council	Associate Chair	Karyn Brearley	27th May, 2015 to 31st May 2019
	Member	Ian Cunningham	10th May, 2017 to 9th May, 2020
		Ian Thomas Howcroft	27th May, 2015 to 31st December 2018
		Michael Gallagher	2nd February 2017 to 1st February 2020
		Martha Elaine George	2nd February 2017 to 1st February 2019
		Steven William Mahoney	11th April, 2018 to 10th April, 2020
		Joseph Maloney	15th November 2017 to 14th November 2019
		Jim Vlahos	11th April, 2018 to 10th April, 2020
		Teresa Weymouth	27th May, 2015 to 31st December 2018
		Moreen Miller	2nd February 2017 to 3rd October 2017
		Classification Roster	Associate Chair
Public member	Grant Fournier		11th April, 2018 to 10th April, 2020
	Christine Johnson		11th April, 2018 to 10th April, 2020
	Robert Nairn		11th April, 2018 to 10th April, 2020
	Christopher Stanek		11th April, 2018 to 10th April, 2020
	VACANT		VACANT
	VACANT		VACANT
	VACANT		VACANT
Roster of Adjudicators	John Grimshaw		28th June 2017 to 31st December 2018
	Harold Marcotte		28th June 2017 to 31st December 2018
	Stanislav Panasyuk		14th June 2017 to 31st December 2018
	VACANT		VACANT

Appointments Council

Karyn Brearley (Associate Chair)

Karyn Brearley is CEO and Executive Director of the Yves Landry Foundation and has more than 15 years executive level leadership experience within the education environment. Her career has taken her to adult education in the private, public sector and now, not-for-profit. She strongly advocates for life-long learning, choosing careers in the trades, and encouraging young women to consider the skilled trades as viable career options. She has served on the Ministry of Training, Colleges and Universities Apprenticeship Awards Committee, the Canadore College Board of Governors, and the University Of Ontario Institute Of Technology Board Of Governors.

Ian Cunningham

Ian Cunningham is the president of the Council of Ontario Construction Associations (COCA), the largest and most representative voice for non-residential construction employers in the province. Prior to joining COCA in 2008, he was employed in the chamber of commerce network first as the General Manager of the Greater Kingston Chamber of Commerce and then as the Senior Vice President and Interim President of the Ontario Chamber of Commerce. He serves on many industry bodies including the Provincial Labour-Management Health and Safety Committee, the Provincial Partnership Council, Ontario Construction Users Council and as chair of the Ontario Business Coalition. In his community life, he is a long-time director of Skills Ontario. Mr. Cunningham holds a Bachelor of Arts from Queen's University.

Ian Thomas Howcroft

Ian T. Howcroft is the CEO of Skills Ontario. Prior to joining Skills Ontario in January of 2018, Mr. Howcroft worked at Canadian Manufacturers & Exporters (CME) for about 30 years. His last position was Senior Vice President, Divisional & Provincial Operations and General Counsel. He currently serves on the following boards: Ontario Association of Certified Engineering Technicians and Technologists, Trillium Network for Advanced Manufacturing Board of Directors, Centennial College Board of Governors, and the Centennial College Audit & Risk Management Committee. He holds an Honours Bachelor of Arts degree from McMaster University, and a law degree from the University of Western Ontario. He is a member of the Law Society of Upper Canada.

Michael Gallagher

Michael Gallagher is the General Vice-President on the Executive Board International Union of Operating Engineers and Business Manager for the International Union of Operating Engineers (IUOE), Local 793. He is also on the board of the IUOE National Training Fund. Currently, he is the Chair of the Operating Engineers, Training Trust Fund, and a trustee on Local 793's Pension Trust Fund and Life & Health Benefits Trust Fund. Mr. Gallagher is a member of the Workplace Safety Insurance Board and also sits on their Health and Safety and Investment committees. Previously, he has served as President of the Construction Safety Association, and Director of the Multi-Employer Benefit Council of Ontario.

Martha Elaine George

Martha George joined the Grand Valley Construction Association in 2005 as President and CEO. She serves on the Board of Directors and Executive Committee of the Council of Ontario Construction Associations, is a Vice-Chair of the Canadian Construction Association (CCA) Chief Operating Officers Committee and serves on the Trade Contractors, Standard Practices and Innovation Committee for CCA. Mrs. George is a former member of the Conestoga College Board of Governors. Mrs. George is also a board member of the new Waterloo Region Economic Development Corporation, member of the Editorial Advisory Council for the Daily Commercial News, and member of the Board of Governors for the University of Waterloo. She is a Gold Seal Certified Estimator.

Steven William Mahoney

Steve Mahoney works at Mahoney International Inc. Consultancy, specializing in Software Development, prior to which he worked at the Radiation Safety Institute of Canada on radiation protection for miners and the public. He is the former Chair of the Workplace Safety and Insurance Board, former Member of Parliament for Mississauga West, and former Member of Provincial Parliament. In addition, Mr. Mahoney served as a City Councillor in the City of Mississauga. His community involvement has included serving with the Hospice of Peel, the Ontario Lung Association, and Cancer Care Ontario.

Joseph Maloney

Joseph Maloney, a member of the International Brotherhood of Boilermakers, has held several elected positions over more than 40 years in the construction industry. Born in Toronto, Mr. Maloney completed his Boilermaker apprenticeship in 1978, later becoming Business manager. In 1991, he was a member of the Governor General's Canadian Studies Tour. From 1993 to 2000, he was Director of the Canadian Building Trades Office in Ottawa. From 2000 to 2006, he held the position of Secretary Treasurer for the Building Trades Department of the AFLCIO in Washington, DC. Since 2007, Mr. Maloney has been the International Vice-President for Boilermakers International, Canada. In 2016, he was awarded the Meritorious Service Cross for Founding the Helmets to HardHats program for Veterans.

Jim Vlahos

Jim Vlahos is Executive Director of the General Contractors' Section, prior to which he was General Counsel for the Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America. Mr. Vlahos is a member of the Law Society of Upper Canada. He holds a Juris Doctor from the New England School of Law and a Bachelor of Arts degree from Queen's University.

Teresa Weymouth

Terry Weymouth is an experienced Unifor National Skilled Trades Union Education Coordinator and a 309A Construction and Maintenance Electrician Journeyman. She brings a passionate commitment and advocacy for the promotion of trades, through both education and by example. Ms. Weymouth regularly helps deliver opportunities for Canadians to engage in skills training and pre-apprenticeship programs. Her community involvement includes serving as a member of the Women's Enterprise Skills Training "We Succeed Beyond the Status Quo" Advisory Committee, the Canadian Association of Women in Construction, Level Best Women's Advancement Project Advisory Committee, and as a board member of the Welcome Centre Shelter for Women.

Classification Roster

Brian O'Byrne (Associate Chair)

Brian O'Byrne is a Partner at Fasken Martineau DuMoulin LLP where he has worked since 1989 focusing on labour and employment law. His community involvement has included serving with the Providence Healthcare Foundation and volunteering with the North Toronto Baseball Association as an executive member and coach. Mr. O'Byrne is a member of the Canadian Bar Association and the Canadian Association of Healthcare Human Resources. He holds a Bachelor of Arts degree from the University of Toronto and a Bachelor of Laws degree from York University.

Grant Fournier

Grant Fournier has been a serving Police Constable with the York Regional Police since 2015. During his tenure as a police officer, he has had the privilege of working with and volunteering in a number of charitable organizations such as the United Way, Special Olympics, Yellow Brick House Women's Shelter, and the Mosaic Interfaith Out of the Cold Program. He has previously sat as an honorary board member of the Landsberg-Lewis Community Housing Co-operative and is a current member and volunteer with the Dreams Take Flight organization.

Christine Johnson

Christine Johnson is an Associate Lawyer at Champ and Associates where she practices in labour and employment, human rights, administrative and constitutional law, and civil litigation. She is a former Mentor with the Legal Practice Program at Ryerson University. Ms. Johnson's community involvement includes being a Mentor with the Women's Legal Mentorship Program at the University of Ottawa, Pro Bono Legal Counsel with Reach Canada, a member of the Law Union of Ontario, and a member of the Canadian Civil Liberties Association. Ms. Johnson is a member of the Canadian Association of Labour Lawyers and she holds a Juris Doctor from Osgoode Hall Law School.

Robert Nairn

Robert Nairn has been a Vice-Chair of the Workplace Safety and Insurance Appeals Tribunal since 1999. He is also a Deputy Judge with Hamilton Small Claims Court, an Arbitrator with the Canadian Motor Vehicle Arbitration Plan, a Hearing Officer with GO Transit/Metrolinx and a Referee of the Compensation Fund with the Law Society of

Upper Canada. His community involvement includes serving as Chair of the Board of Trustees with Chedoke Presbyterian Church and has including serving as Chair with the Anaphylaxis Action Network and as a Volunteer with the Allergy and Asthma Information Association. Mr. Nairn holds Bachelor and Master of Arts degrees from McMaster University and a Bachelor of Law degree from the University of Windsor.

Christopher Stanek

Christopher Stanek is a litigation lawyer with Gowling WLG LLP specializing in construction litigation. In addition, he is an Executive Member of the Advocates' Society Construction Practice Group. Mr. Stanek's community involvement has included being a member of the Senior Advisory Senate of the Ontario Youth Parliament. He is a member of the Ontario Bar Association, Construction and Infrastructure Law Section, and the American Bar Association Construction Forum. Mr. Stanek holds a Bachelor of Laws degree from the University of Windsor and a Bachelor of Arts degree in History from the University of Western Ontario.

John Grimshaw

John Grimshaw is Vice-President of the Provincial Building and Construction Trades Council of Ontario, former president of the Hamilton-Brantford Ontario Building and Construction Trades Council, and a licensed Construction and Maintenance and Industrial Electrician. Mr. Grimshaw was Assistant Business Manager of IBEW Local 105 for 9 years and following that was elected Business Manager 3 times in Local 105, and he also served on the Grand Erie Training and Adjustment Board. Mr. Grimshaw is the Current Executive Secretary-Treasurer of the International Brotherhood of Electrical Workers (IBEW) involved in liaising with employer counterparts on issues of health, safety, bargaining and scope of the electrical trade and making joint representations to government and other agencies on matters of interest to Ontario's electrical contracting industry.

Harold Marcotte

Harold Marcotte is a certified Industrial Electrician and Construction and Maintenance Electrician and is employed by the Canadian Nuclear Safety Commission as Senior Examination and Certification Officer, Reactor Site Inspector and Senior Regulatory Program Officer. Mr. Marcotte has over 38 years' experience managing and supervising large multi-trade workforces of up to 235 tradespersons of in-house trades and external contractors involved with industrial plant construction, maintenance,

operations and training. Mr. Marcotte also has extensive experience as an instructor for nuclear operator and maintenance trades staff at nuclear plants and trades instructor at Durham College.

Stanislav Panasyuk

Stanislav Panasyuk is employed at Veritas Protection and holds an Ontario College of Trades Certificate of Qualification in two trades: Electrician – Construction and Maintenance and Industrial Electrician. Mr. Panasyuk is also a certified Elevating Devices Mechanic, Electrical Engineer, and a member of the Law Society of Upper Canada as a licensed paralegal.