



Ontario  
Electrical  
League

We're here for you.

# 2024-25 Annual Report

June 2025

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# Our Mission

To Promote, Strengthen, and Represent  
the Electrical Industry in Ontario.

Since 1922, the Ontario Electrical League has supported the growth of independent Licensed Electrical Contractors across the province.

To accelerate careers and kick start new ones. To share industry and trade knowledge. To advocate for our Members to help them overcome obstacles. To foster industry-wide networks and collaboration. To represent and pave the way for future generations in the trade.

And to show that with 38,000 electrical sector workers, we're stronger together.

**We're here for you.**



Ontario  
Electrical  
League

# Message from the Board Chair

## Doug McGinley

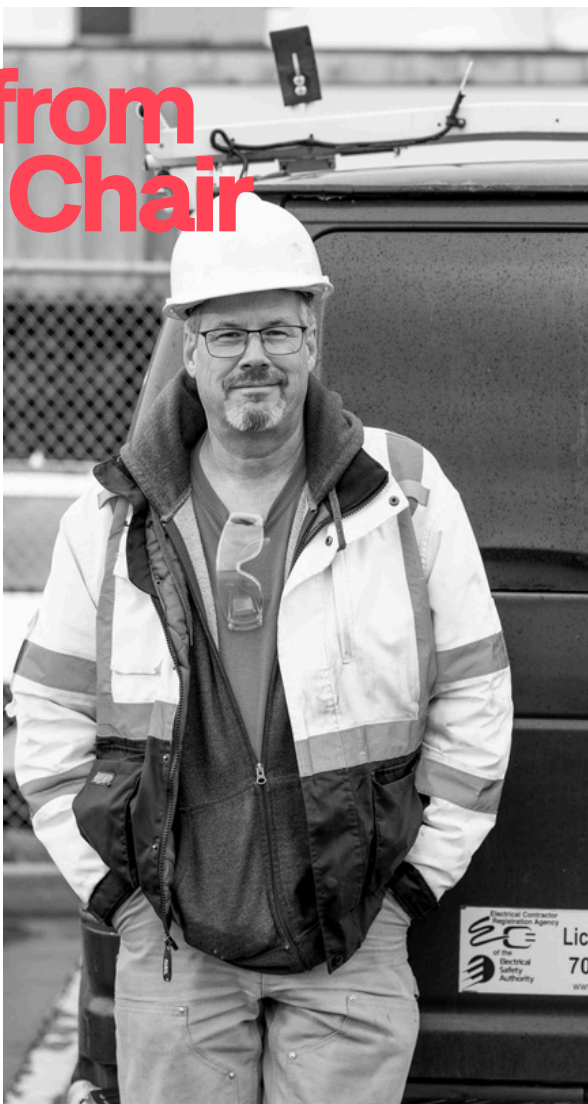
JPR Electrical Services  
Board Chair

Hello fellow Members, I hope this report finds you all well! It's been a busy year for the Board of Directors. We've continued to work closely with our President, Beatrice Sharkey, to maintain the direction of the OEL and providing strategic oversight to our various programs and projects throughout 2024-25.

With Beatrice's guidance, we've restructured the Board to better reflect the composition of a not-for-profit Board of Directors. This restructuring has helped us maintain its oversight of the OEL so we can plan for our success.

### **Our Chapters across the province are the true strength of the OEL.**

Led by dedicated local volunteers from the electrical sector, our Chapters bring Members together to connect, collaborate, learn, and address local issues—offering a strong community presence and a true 'home base' for electrical professionals across Ontario. As the Chapters are our true strength, we are working on enhancing the Chapter model to support our local volunteer leaders and increase our Membership.



#### **OEL Board of Directors**

The Board is comprised of Contractors, Distributors/Manufacturers, and Utility representatives elected yearly at the Annual General Meeting. Their key responsibilities are to uphold our mission, ensure legal & ethical integrity, and provide strategic direction - safeguarding OEL's continued impact and future sustainability.



[www.oel.org](http://www.oel.org)

One of the OEL's largest accomplishments this year was the launching of our new website. As a one-stop-shop for our Members to access relevant resources and information, this a core step to expanding our Membership supports . From apprentice workshops to mentoring for Contractors, we are building in resources that matter.

**Provincial Funding & New Revenue Streams**

For 2025-26, the fifth year in a row, we were successful in securing funding as part of the provincial government's Skills Development Fund (SDF 5). We'll be using these funds to strengthen our industry's electrical contractors, apprentices, and the sector as a whole. We are also working hard to maintain and grow our relationship with representatives from the provincial government. While the OEL is already financially in a solid position, over the coming year, we are looking to generate two new revenue streams so we can maintain a strong position moving forward. Stay tuned for the details!

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As we all navigate these uncertain times with respect to tariffs and the other pressures we all face as contractors, I feel that the OEL is a key support our Members. We will continue to grow, promote, strengthen, and represent our industry, as we always have. Given what has been accomplished in the last twelve months, I look forward to seeing the organization grow to become even stronger. Thanks to all our dedicated Members, Volunteers, and the dedicated team Beatrice has put together to make this organization great! See you at the Roadshow!

**Doug McGinley**

JPR Electrical Services



# Board of Directors

## 2024/25



**Doug McGinley**  
JPR Electrical Services  
Board Chair



**Erin Pearson**  
TYFAR Electric  
Executive Committee



**Louie Violo**  
Phazer Electric  
Executive Committee



**Rick Leduc**  
Leduc Electrical Services  
Executive Committee



**Sasha Greci**  
ABB Electrification Canada  
Executive Committee



**Brian Yemen**  
Yemen Electric  
Board of Directors



**Dale MacDonald**  
Honey Electric (Retired)  
Board of Directors



**Dave Ackison**  
Ackison Electric  
Board of Directors



**John Papakyriakou**  
Hydro One Networks Inc.  
Board of Directors



**Mathiew Scratch**  
TwoWiredGuys  
Board of Directors



**Richard Attwood**  
Eaton Corporation  
Board of Directors

# Message from the President

**Beatrice Sharkey**  
Ontario Electrical League

## Welcome to OEL!

OEL staff and volunteers have had a busy year in 2024/25 - working hard to build our profile and extend our services to electrical contractors across Ontario. Here is what we are most proud of:

- We launched a new OEL website and Member Portal to better connect the electrical sector with the resources they need—and with each other—to power success.
- We spent September touring eleven communities across the province with our first ever Roadshow: *Stronger Together*.
- We received \$3M from the Skills Development Fund 5 (SDF5) grant to support employers to hire, train, and equip their apprentices.
- We expanded our field services by adding a dedicated Northern Ontario representative and boosting support for new and revitalized Chapters in Eastern Ontario.
- We partnered with ESA to deliver local half-priced OESC training across Ontario.
- We restructured our Small Business Development Series to include formal seminars, small group huddles, and individual coaching sessions.
- Together with the University of Toronto's ReSTORE Lab, we created an internationally award-winning mental health toolkit designed to support the wellbeing of contractors, journeypersons, and apprentices across the construction sector.
- Led by the stellar Chair Doug McGinley, we began to think about OEL's future.

## The Numbers for the Year:

- 25 OESC in-person ESA-led sessions held across 16 communities with 671 participants.
- 92 local Chapter Leaders hosting 56 Chapter Meetings with over 1,500 attendees
- 9 Contractor Committee Meetings with 85% of local Chapters represented.
- 800+ sector employers/employees at 11 Roadshow cross-province events.
- \$1.35M directed to Member and non-Member electrical employers
- 8 invitations to present our UoFT-partnered research at international conferences.
- Over 200 attendees at our Small Business Development Series
- 197 contractor and 304 apprentice participants in our Employer Engagement Program (EEP)
- And after all that, a \$229K Annual Net Profit that increases our core assets by 38%

## Moving into 2025/26, we will be continuing these programs as well as adding these new items:

- Eight Roadshow events held in new locations across Ontario this September - you should come!
- Two new income stream programs designed and launched.
- An increasing social media presence across all platforms.
- A virtual Chapter across Northern Ontario
- Phase 3 Website Resources - a bundle of on-site tools for contractors.
- A revamped Chapter Leaders Guide and online tools designed to make Meetings turnkey.

**And while we are very happy with these accomplishments, and especially excited for our future plans, we are most proud of helping each of you be successful day-to-day.**

**We're here for you.**

# OEL Staff

We're here for you.



**Beatrice Sharkey**  
President  
*Home Team Proud!*



**Wendy Dobinson**  
Director of Operations  
*Optimizing Efficiency at Every Level.*



**Michelle Barta**  
Member Sales & Services  
*Building Momentum & Growth in Eastern Ontario.*



**Shelley Whetren**  
Member Services & Sales  
*Championing Chapter & Member Success in Southwestern Ontario.*



**Catherine Glynn**  
Member Services & Sales  
*Laying our Foundation in Northern Ontario.*



**Maverick Camorista**  
Events & Communications  
*Leading the Roadshow, Expanding Our Brand, (and a new Dad).*



**Seréjah Hayden-Moscovitch**  
Administration, Special Projects,  
& Apprentice Network  
*Connecting Apprentices to What They Need.*



**Robyn Hayden**  
Project Coordinator, EEP  
*Setting Contractors Up for Success.*





# OEL Contractor Committee (CC)

**Mathiew Scratch**  
TwoWiredGuys,  
Committee Chair

The CC has been busy this year - here are some of the highlights:

- Discussing and sharing best practices to manage current challenges, including U.S. tariffs, unlicensed contractors, unfair practices, ESA-related concerns, regional issues, and more.
- Continuous communication with Hydro One and Alectra is helping us understand the impact of local utilities' process changes as they happen, particularly with Hydro One's Disconnect-Reconnect Pilot, which we know electrical contractors are anxious to have implemented.
- Providing contractor feedback on OEL's projects like the new OEL website, Member Portal, social media and more - ensuring the projects' goals are aligned to the contractors' needs.
- Continuing to advocate to the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) for increased hands-on support for apprentices and to address the province-wide shortage of levelled school slots. Long wait times — often years — are creating a critical backlog of qualified electricians in Ontario. The transition to Skilled Trades Ontario's 4-level system, running alongside the old 3-level model, is adding further strain due to limited school spots and instructors.

## OEL Contractor Committee (CC)

An internal committee comprised of designated contractors from our Chapters across the province, the CC's main purposes are:

- Provide collective input on emerging issues and opportunities affecting small and medium-sized contractors.
- Receive updates and provide input to external industry bodies (e.g. Contractor Advisory Council, ECRA Advisory Council).
- Highlight local/regional issues needing provincial action.
- Identify common trends, challenges, and opportunities across the province and advocate for change.

I'm honoured to serve as Chair of the OEL Contractor Committee (CC) for the first time this year. It's been an eventful and productive term—our Committee has met nine times this year, engaging in meaningful discussions on a wide range of issues relevant to contractors and the broader electrical sector.

The Contractor Committee remains an open forum where all Members can raise concerns for discussion and action. Its roundtable conversations reflect the strength of the OEL as the collective voice of contractors, working together to drive change on shared issues across our industry.

# Contractor Committee

## 2024/25

<b>Mathiew Scratch (Chair)</b>	TwoWiredGuys	<i>North Bay Chapter</i>
<b>Aaron Barber</b>	AB Electric	<i>Barrie-Simcoe Chapter</i>
<b>Brian Yemen</b>	Yemen Electric	<i>C. Ottawa Valley Chapter</i>
<b>Cameron Hann</b>	Jestek Electric	<i>Ottawa Chapter</i>
<b>Dale MacDonald</b>	Honey Electric (Retired)	<i>Kent County Chapter</i>
<b>Dan Carlini</b>	CNC Electric	<i>Electrical League of Essex</i>
<b>Dan Racicot</b>	Dan Racicot Electric	<i>Timmins</i>
<b>Dave Ackison</b>	Ackison Electric	<i>Peterborough Chapter</i>
<b>Doug McGinley</b>	JPR Electrical Services	<i>Halton Chapter</i>
<b>Erin Pearson</b>	TYFAR Electric	<i>Ottawa Chapter</i>
<b>Glenn Sturdy</b>	Sturdy Power Lines	<i>Barrie-Simcoe Chapter</i>
<b>Ian Forbes</b>	Rowley Electric	<i>Quinte Chapter</i>
<b>Jack Sanders</b>	Townsend Electric	<i>Durham Chapter</i>
<b>Josh Doyle</b>	TYFAR Electric	<i>Ottawa Chapter</i>
<b>Katie Pope</b>	Motion Electrical Contracting	<i>Waterloo Chapter</i>
<b>Kyle Blokzyl</b>	Honey Electric	<i>Kent County Chapter</i>
<b>Louie Violo</b>	Phazer Electric	<i>GTA West Chapter</i>
<b>Nat Snyder</b>	BSE Electrical Contractors	<i>Waterloo Chapter</i>
<b>Nick Saltys</b>	Electric Electric	<i>Victoria-Haliburton Chapter</i>
<b>Rick Leduc</b>	Leduc Electrical Services	<i>Kingston Chapter</i>
<b>Robert Sloan</b>	Langstaff & Sloan Inc.	<i>GTA West Chapter</i>
<b>Scott Yemen</b>	Yemen Electric	<i>C. Ottawa Valley Chapter</i>
<b>Shawn Blacklock</b>	Blacklock Electric	<i>Durham Chapter</i>
<b>Steph Myre</b>	Bergeron Electric	<i>Seaway Valley Chapter</i>
<b>Steve Del Guidice</b>	Independent Contractor	<i>Elgin-Middlesex Chapter</i>
<b>Wendon Wattam</b>	Anything Electric	<i>Quinte Chapter</i>



# Electrical Contractor Registration Agency Advisory Council (ECRA)

**Steve Del Guidice,**  
Independent Contractor,  
ECRA Member

The ECRA Advisory Council remains actively engaged in supporting ESA's mandate to uphold electrical safety in Ontario, working closely with the Director of Licensing. We also welcome Sarah Kempel, who succeeds Soussanna Karas as the new Director of Licensing. Here are some of ECRA's initiatives this past year:

- Advised the Master Examining Committee (MEC) on a breach involving exam questions and supported ESA to address this issue.
- Provided input on implementing Administrative Penalty Orders (APOs), recommending they be part of a broader, education-first compliance model with scaled penalties based on company size. Suggested uses for APO funds include public awareness, promoting a 'Hire an LEC' message - providing free or low-cost training, and supporting financially burdened license holders. Continuing education remains a focus, with support for optional training modules over mandatory requirements.
- Supported regulatory changes to reduce burden on the system.
- Supported the development of new ESA software: *Licensing Technology Platform Project (LTP)* to streamline the interactions between the regulator (ESA), Master Electricians, and LEC's on licensing matters. This software is in the test phases and planned for release in the Fall of 2025.
- Reviewed ESA fee increases and their rationalizations.
- Supported provincial awareness campaigns for LECs and the public.
- Reviewed the roles, responsibilities, and terms for members on the Master Examining Committee (MEC) and ECRA - with both committees facing members with terms expiring and needing replacements. We also reviewed stats on exam scores and provided recommendations for change.

## Electrical Contractor Registration Agency (ECRA) Advisory Council

As one of ESA's Stakeholder Advisory Councils, ECRA gathers feedback from Licensed Electrical Contractors, municipalities, and the public to advise the ESA Regulatory Affairs Committee on licensing, examination, registration, and certification for electrical work in Ontario.

## 2024/25 ECRA Advisory Council

<b>Cameron Hann (Chair)</b>	OEL
<b>Larry Shaver (Vice-Chair)</b>	ECAO
<b>Catherine Taylor</b>	Community-At-Large
<b>James Boritz</b>	
<b>Kelly Casey</b>	ESA
<b>Leo Grellette</b>	AMMCTO
<b>Steve Del Guidice</b>	OEL
<b>Steve Green</b>	ECAO
<b>Vince De Gasperis</b>	UCAO

### ECRA Action Items Summary:

- Reduction in illegal electrical work by unlicensed entities via a promotional campaign to reduce the underground economy in Ontario.
- Improved ESA notifications to Designated Master Electricians and LECs on license expiry and validity.
- Report-backs on the pilot project to reduce high-risk non-compliant electrical contractors.
- Review on the access to Bulletins.
- More streamlined and efficient interactions between ESA, Master Electricians, and LECs through the ESA's *Licensing Technology Platform Project (LTP)*.

### Auditor General Report

It had been some time since an update was provided on the 2020 Auditor General's *Value-for-Money Report*, but the report was recently reviewed during OEL's Contractor Committee (CC) meeting, and further details are forthcoming. There were 25 recommendations submitted to the ESA, with some having more than one component which resulted in close to 50 actions. The vast majority of actions were completed within the first year or two of the issuance of the audit report.

As of June 2025, only six actions remain open or partially completed, all of which are primarily not under the exclusive control of the ESA and/or require collaboration with other organizations. The open items are:

- AGR03.1: Travel and expense policy for inspectors to align with Ontario policy. The resolution was delayed due to collective agreement bargaining.
- AGR06.1: Risk Based Observation (RBO) was introduced in response to the recommendation to reduce the number of inspections without impacting risk.
- AGR 13.1: The Ministry and ESA to work with municipalities to look at incorporating electrical inspections into the building permit process.
- AGR17.1: Implementation of a mandatory continuing-education program jointly with the Ministry of Public and Business Service Delivery and Procurement (MPBSD). Related action on AGR17.2 pertains to certification of electricians. Skilled Trades Ontario is currently reviewing their curriculum for trades and discussions are ongoing.
- AGR18: ESA to review regulations related to product safety and the proliferation of unlicensed products available on the market. Updates are provided to the Auditor General and there will be formal reporting on the progress this year.



**Steve Del Guidice**  
Independent Contractor



# Master Examining Committee (MEC)

**Doug McGinley**  
JPR Electrical Services  
Past MEC Chair

MEC held four meetings in 2024/25. As of the writing of this report, the members of the MEC are Glen Hicks (ECAO) Chair, Brian Yemen (OEL) Vice-Chair, Doug McGinley (OEL) Past Chair, Roy Ellis-Callow (ECAO), Jeff Johnson (ESA). ESA is currently working on filling the ESA vacancy on the MEC and we hope to see that filled at the next meeting. We work with the ESA Director of Licensing and other ESA staff to run a productive Committee.

The Master Electrician (ME) exam is offered in three formats: in-person written, in-person electronic, and virtual. Currently, only the written format is available, as the electronic and virtual options are under review. When all formats are active, results are closely monitored and have shown consistent section scores, pass rates, and final results.

At MEC, our goal is to ensure ME exam questions are fair and relevant. Since January 2025, we've updated the question bank—retiring some questions, revising others, and adding new ones. To protect exam integrity, each question appears only twice per year. We're integrating the new Ontario Electrical Safety Code (OESC) into the exam and aligning content with the new Competency Profile. Policies are regularly reviewed, with recommendations submitted to ECRA, and we're updating the website to better support candidates.



## Master Examining Committee (MEC)

A subcommittee of ECRA, MEC's role is to recommend standards and components for the Master Electrician licensing exam. Comprised of OEL, ECAO, and ESA representatives, MEC meets with the ESA Director of Licensing and other ESA staff four times a year and ensures the efficient and effective operation of the Master Electrician accreditation process.

This is my last MEC report as my term has come to an end. It has been an honour to represent OEL on this committee, and the experience has made me a better contractor overall, which I am grateful for. MEC is in good hands with the new Chair, Glen Hicks and Brian Yemen as Vice Chair. I am confident that the great work of the MEC will continue moving forward. I will stay on as a member of MEC until we have a replacement. If any one is looking to get involved with MEC please get in contact with the Provincial office or any member of the Contractor Committee. If any Members have concerns, questions, or suggestions for MEC, please contact us through the OEL office.



# Contractor Advisory Council (CoAC)

**Mathiew Scratch**  
TwoWiredGuys,  
CoAC Vice Chair

As an advisory council to ESA representing electrical contractors alongside our ECAO counterparts, we’ve raised and discussed several key industry issues this year, including:

- Challenges with the ESA OnMobile app, particularly connectivity issues at rural and remote jobsites.
- Limits and policy definitions required for installing heat pumps by HVAC contractors. This has resulted in a new government rebate program requiring an ESA Certificate of Acceptance to close out the work.
- Prevalence of black market activities. We pushed harder to clean up non-compliant and unlicensed work with stiffer penalties.
- Issues with off-grid DIY installations, often done without work notifications, and posing significant challenges for ESA to access the properties.
- Issues of RBO, pass/no-pass visits, and customer/contractor impacts were discussed at length. RBO is under reform with suggestions being brought back to ESA.
- More compliant and safe EV Charging installations, which was a result of CoAC discussions that benefit customers and LECs alike.
- Concerns on the inconsistencies in inspection approaches where some interactions have led to disputes over code interpretation.
- Plan Review workflow and the New Builds to Occupation workflow were both improved after consultations with CoAC to make these processes more streamlined and efficient.

**Contractor Advisory Council (CoAC)**  
CoAC, composed of members of the ECAO and the OEL, advises ESA on how to improve contractor-related services. It recommends strategy improvements and strengthens industry partnerships through collaboration.

## 2024/25 CoAC Members

<b>Chris Ruber (Chair)</b>	ECAO
<b>Mathiew Scratch (Vice-Chair)</b>	OEL
<b>Dave Ackison (Emeritus Member)</b>	OEL
<b>Ryan Delisle</b>	ECAO
<b>Brendon Fenton</b>	ECAO
<b>Joe Kurpe</b>	ECAO
<b>Rick Leduc</b>	OEL
<b>Doug McGinley</b>	OEL
<b>Colin Mercier</b>	ECAO
<b>Deva Sarathchandran</b>	ECAO
<b>Scott Yemen</b>	OEL

# Ontario Provincial Code Committee (OPCC)

**Rick Leduc**  
Leduc Electrical Services  
OPCC Member

**Ontario Provincial Code Committee (OPCC)**  
A committee under ESA, members of the OPCC include inspectors, electrical contracting companies and general interest groups. OPCC provides recommendations and comments on new proposals and revisions to the Electrical Safety Code.

The Ontario Provincial Code Committee is the designated advisory body that makes recommendations and provides input from the electrical industry into new proposals or revisions, most recently to the 29th edition of the Ontario Electrical Safety Code, which went into effect on May 1<sup>st</sup>, 2025.

Between February and May 2024, ESA launched its public consultation on proposed amendments to the 29th Edition of the Ontario Electrical Safety Code (OESC). The OPCC met with ESA management to review stakeholder comments from the consultation. Through these discussions, the committee helped shape the revisions in areas such as EV charging infrastructure, energy storage systems, outdoor receptacles, and bonding requirements for pools and hot tubs.

Based on these meetings, the OPCC contributed to the final draft of amendments, which were approved by ESA's Board and submitted for provincial regulatory approval on November, 2024.



## 2024/25 OPCC

<b>Nansy Hanna, ESA (Chair)</b>	ESA
<b>Adam Zubczyk</b>	Georgian College
<b>Andrew Pottier</b>	Underwriters Laboratories of Canada
<b>Chris Magnusson</b>	Industry
<b>Dave Sinclair</b>	International Association of Electrical Inspectors
<b>Desmond Lau</b>	Professional Engineers Ontario
<b>Diana Madill</b>	ESA
<b>Eerik Randsalu</b>	Ontario Office of the Fire Marshal
<b>George Chelvanayagam</b>	Stantec
<b>Mark McEwen</b>	Industry
<b>Martin Lem</b>	Electro-Federation Canada
<b>Mel Fruitman</b>	Consumer's Association of Canada
<b>Peter Olders</b>	IBEW
<b>Phil Lasek</b>	Industry
<b>Rick Leduc</b>	OEL
<b>Robert Smith</b>	ECAO
<b>Rudra Mukherji</b>	Professional Engineers Ontario
<b>Samuel Rawson</b>	Industry
<b>Vladimir Gagachev</b>	Eaton Corporation

# OEL Chapters



The OEL has always been led by dedicated volunteers at the local and provincial levels. This grassroots approach ensures that all we do reflects and benefits the communities we serve. Each Chapter operates independently, allowing volunteers to address the unique needs and challenges of their specific sectors while also connecting to provincial activities that affect the sector.

**Thank you to all our Chapter Volunteers and Leaders for your dedication in organizing local events, strengthening your communities, and warmly welcoming new contractors. Your leadership and commitment truly make a difference in your local sectors and across the province.**

**You ARE OEL!**



# Chapter Leadership

## 2024/25

<b>Steven Donoghue</b>	Barrie-Simcoe Chapter	<b>Dale MacDonald</b>	Kent Chapter
<b>Lisa Sturdy</b>	Barrie-Simcoe Chapter	<b>Brian Wright</b>	Kent Chapter
<b>Aaron Barber</b>	Barrie-Simcoe Chapter	<b>Brad Martin</b>	Kent Chapter
<b>Doug Penner</b>	Barrie-Simcoe Chapter	<b>Kyle Blokzyl</b>	Kent Chapter
<b>Brian Yemen</b>	Central Ottawa Valley Chapter	<b>Rick Leduc</b>	Kingston Electrical Association
<b>Jack Sanders</b>	Durham Chapter	<b>Len Oosterhof</b>	Kingston Electrical Association
<b>Tracey Chiodi</b>	Durham Chapter	<b>Cory Lloyd</b>	Kingston Electrical Association
<b>Shawn Blacklock</b>	Durham Chapter	<b>Graham Hutchinson</b>	Kingston Electrical Association
<b>Mark Mercer</b>	Durham Chapter	<b>Brock Mills</b>	Lindsay Chapter
<b>Larry Mittelstaedt</b>	Durham Chapter	<b>Peter Cosgrove</b>	Lindsay Chapter
<b>Andrew Mittelstaedt</b>	Durham Chapter	<b>Christine Edwards</b>	Lindsay Chapter
<b>Angie Holliday</b>	Durham Chapter	<b>Marleah Richards</b>	Lindsay Chapter
<b>Graham Brooks</b>	Durham Chapter	<b>Mark Quemby</b>	Muskoka Chapter
<b>John L Monteiro</b>	Durham Chapter	<b>Darren Whitwell</b>	North Bay Chapter
<b>Dan Vernackt</b>	Elgin & Middlesex Chapter	<b>Kyle Kritsch</b>	Ottawa Chapter
<b>Steve Del Guidice</b>	Elgin & Middlesex Chapter	<b>Paul Manzoli</b>	Ottawa Chapter
<b>Tim Beerda</b>	Elgin & Middlesex Chapter	<b>Rob Shaver</b>	Ottawa Chapter
<b>Bob Campbell</b>	Elgin & Middlesex Chapter	<b>Cameron Hann</b>	Ottawa Chapter
<b>Tom Pollard</b>	Elgin & Middlesex Chapter	<b>Jesse Hann</b>	Ottawa Chapter
<b>Gary Shackelton</b>	Elgin & Middlesex Chapter	<b>Amanda Wiseman</b>	Ottawa Chapter
<b>Bruce Pollock</b>	Elgin & Middlesex Chapter	<b>Erin Pearson</b>	Ottawa Chapter
<b>Dena Barrette</b>	Electrical League of Essex	<b>Vickie Brunet</b>	Ottawa Chapter
<b>Doug Patterson</b>	Electrical League of Essex	<b>Joshua Doyle</b>	Ottawa Chapter
<b>Clint Attard</b>	Electrical League of Essex	<b>Gordon Kemp</b>	Ottawa Chapter
<b>David Lariviere</b>	Electrical League of Essex	<b>Dave Ackison</b>	Peterborough Chapter
<b>Mike Steele</b>	Electrical League of Essex	<b>Steve Pope</b>	Peterborough Chapter
<b>Chris Moncur</b>	Electrical League of Essex	<b>Brian Cox</b>	Peterborough Chapter
<b>Dan Carlini</b>	Electrical League of Essex	<b>Mark Landon</b>	Peterborough Chapter
<b>Simone St-Denis</b>	Electrical League of Essex	<b>Nathan Chambers</b>	Peterborough Chapter
<b>Matt St.Germain</b>	Electrical League of Essex	<b>Ian Forbes</b>	Quinte & Area Chapter
<b>Keith Young</b>	Electrical League of Essex	<b>Wendon Wattam</b>	Quinte & Area Chapter
<b>Kerry Wall</b>	Electrical League of Essex	<b>Douglas Scott</b>	Quinte & Area Chapter
<b>Cory Meyers</b>	Electrical League of Essex	<b>Zach Murray</b>	Quinte & Area Chapter
<b>Louie Violo</b>	GTA West Chapter	<b>Micah George</b>	Quinte & Area Chapter
<b>Robert Sloan</b>	GTA West Chapter	<b>Steph Myre</b>	Seaway Valley Chapter
<b>Brian Scheele</b>	GTA West Chapter	<b>Dan Racicot</b>	Timmins & District Chapter
<b>Dave Sinclair</b>	GTA West Chapter	<b>Corey DeBruyn</b>	Tri-County Chapter
<b>Doug McGinley</b>	Halton Chapter	<b>Ed Lubek</b>	Tri-County Chapter
<b>Len Cicero</b>	Halton Chapter	<b>Kyle Manfredi</b>	Tri-County Chapter
<b>Damian Radon</b>	Halton Chapter	<b>Andy Jones</b>	Waterloo Region Chapter
<b>Carla Colombo</b>	Halton chapter	<b>Nat Snyder</b>	Waterloo Region Chapter
<b>Steve Sguigna</b>	Hamilton & District (HDECA)	<b>Don McNichol</b>	Waterloo Region Chapter
<b>Tom Weaver</b>	Hamilton & District (HDECA)	<b>Rakesh Singh</b>	Waterloo Region Chapter
<b>Bhuwan Sharma</b>	Hamilton & District (HDECA)	<b>Katie Pope</b>	Waterloo Region Chapter
<b>Joseph Giannetti</b>	Hamilton & District (HDECA)		
<b>Ron Warby</b>	Hamilton & District (HDECA)		

# (Some) OEL Chapter & Volunteer Highlights



Kingston Chapter Hockey Night

## Kingston Chapter Hockey Night

The Kingston Chapter took a trip to Ottawa on April 17 to watch the Ottawa Senators play against the Carolina Hurricanes. 38 Members attended to watch the game together.



TwoWiredGuys donating goods to the North Bay Food Bank

## Durham Chapter donates to local charities

As part of the annual holiday tradition, the Durham Chapter donated to three local charities this year: Feed the Need, Salvation Army, and Denise House.

## North Bay Food Bank Charity Drive

TwoWiredGuys in North Bay donated 689lbs of goods to the North Bay Food Bank and challenged fellow North Bay Chapter Members to follow suit.



Durham Chapter donating to Feed the Need Durham

## Local Member steps up as a Guest Speaker at Ottawa Chapter Meeting

On October 29, Ottawa Member Peter Richard of KE Electric stepped up as a guest speaker to share his best practices on cost overruns.

## Quinte Chapter kicks off Chapter Meetings with New Executive

With renewed determination to grow, the Quinte Chapter kicked off their first Chapter Meeting on April 8<sup>th</sup> with a new Executive Team at the helm. Go Quinte!

## Long-Time Member Bergeron Electric celebrates 80 years in business

Bergeron Electric based in Cornwall, a long-time OEL Member, celebrated 80 years in business this year, commemorating a legacy in Ontario's electrical industry since 1945.



Bergeron Electric 80<sup>th</sup> Anniversary Celebration

# (Some) OEL Chapter & Volunteer Highlights

## OEL Member creates informative resources for Member contractors.

Long-time OEL Member and dedicated volunteer Louie Violo of the GTAW Chapter created [eight new contractor resources, now hosted on the Member Portal](#).



Louie Violo of the GTAW Chapter

## Waterloo Chapter creates scholarships for Conestoga College students

The Waterloo Chapter donated \$1,500 in the form of three \$500 scholarships to be awarded to deserving Level 3 students at Conestoga College.



Waterloo Chapter Executive tours Conestoga College

## Tri-County Chapter donates scrap metal proceeds to local healthcare.

The Tri-County Chapter in Brantford hosted a *Weigh & Pay Community Day* on May 24 in partnership with Combined Metal Industries Inc. (CMI) and the Brant Community Healthcare System (BCHS) Foundation. \$2632.11 worth of scrap metal was raised, all of which was donated to local healthcare.



Tri-County Chapter donates scrap metal for healthcare

## Durham Chapter contributes to the Regional Electrical Skills Competition

In February, the Durham District School Board hosted a regional skills competition. Several of the Durham Chapter Members participated by contributing materials, donations, and providing coaching to the students.



Regional Electrical Skills Competition in Durham

## OEL's first all-female Member celebrates one year in business

Ladylike Electric, an OEL Member based in Kitchener, celebrated its first year in business this June. We are proud to represent them as our first all-female electrical contractor Member.



Ladylike Electric at the OEL Roadshow London

# OEL Chapters: Snapshot





# OEL Programs Summary Year in Review 2024/25

**We've been busy to serve you better.**



## Website & New Member Portal

We revamped [oel.org](https://oel.org) and released the initial version in December 2024 with a new look and more functionalities for our Members. Along with the new [Member Portal](#) tie-in, our new website will continue to be added to throughout the year in a phased approach with more functionalities.



## April 2025 OEL-Hosted OESC Training

In partnership with ESA, we hosted 25 half-priced in-person OESC training sessions across 16 communities for 671 people across the province. Additionally, we also offered discounted rates for the Virtual OESC Training Course. Special thanks to Federated Insurance for sponsoring lunch and to all the local Chapters who hosted and stepped up as sponsors too!



## Apprentice Success Project

Funded by the Ontario's Skills Development Fund, we have supported 197 employers and their 304 apprentices through the funding from our Apprentice Success Project. This program is open to everyone regardless of Membership and continues in 2025/26. Go to **Page 23** for more details.



## Chapter Meetings & Local Volunteers

Our province-wide Chapters are the true strength of the OEL. From Windsor to North Bay to Ottawa, they are led by more than 90 passionate and dedicated local volunteers across Ontario. This year, the volunteers hosted 53 Chapter Meetings attended by over 1,500 people province-wide.

# OEL Programs Summary

## Year in Review 2024/25

### Roadshow Pilot: Stronger Together

In September 2024, OEL piloted the Roadshow *Stronger Together* with the goal of strengthening collaboration between the local electrical communities and revitalizing engagement within local Chapters. The pilot was a success with over 800 contractors, electricians, apprentices, staff, vendors, and associates from the local communities dropped by in the eleven locations that we visited. To see more, go to **Page 28**.



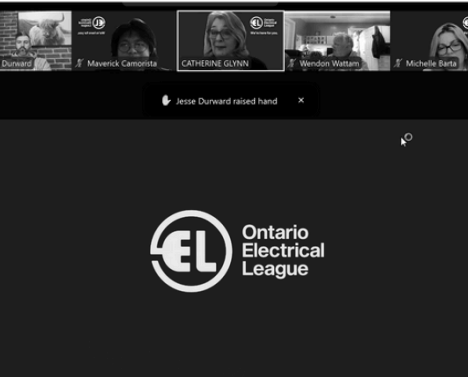
### 'Leave Your Tools Behind' Apprentice Days

After the success from last year's pilot, we held three more in Barrie, London, and Kingston in March 2025, which was attended by more than 100 apprentices over three days of learning, networking, tools, and prizes. We got specific feedback directly from them and are also developing an internal apprentice network to support them directly.



### Small Business Development Series

OEL hosted nine monthly webinars centred around small business success. These sessions were attended by more than 200 attendees overall. Funded by the Government of Ontario's Skills Development Fund, this program also included small group discussions and private one-on-one coaching in addition to the webinars. Open to everyone regardless of Membership, we are continuing this successful series in September.



# OEL Annual Golf Day 2024

at the legendary Glen Abbey



Every October, the OEL proudly hosts its Annual Golf Day at the iconic Glen Abbey Golf Club in Oakville—a perfect tradition for Members to tee off and connect with peers from across Ontario.

Join us on **October 1st 2025** for the next OEL Annual Golf Day by scanning the QR Code to the right — we look forward to seeing you on the green!

Scan Me & Register!



**October 1<sup>st</sup>, 2025**  
**Glen Abbey Golf Club**

Employer Engagement Program:

# Apprentice Success Project 2024-25

Funded by the Government of Ontario’s Skills Development Fund 4, our *Employer Engagement Program* (EEP)’s **Apprentice Success Project** has been providing funding support to contractors and their apprentices across the province to grow their businesses and accelerate their careers.

**Wage Subsidies**

\$1,243,824.69 was distributed to contractors for their apprentices’ wages.

**Equipment Subsidies**

\$50,775.58 was distributed to contractors for their apprentices’ equipment.

**Training & Personal Development Subsidies**

\$50,651.70 was distributed to contractors for their apprentices’ training while \$5,224.82 was distributed for apprentices’ Personal/Professional Development.

**Through the funding in the EEP, we’ve been able to support 197 contractors and their 304 apprentices. Everyone is welcome to participate in this program!**

*The Skills Development Fund has been renewed this year by the Government of Ontario for another cycle in 2025-2026. [Click here](#) or follow the QR Code to the right to see the 2025-26 details.*

*The Apprentice Success Project (ASP) and all other elements of the Employer Engagement Program (EEP) are funded in part by the Government of Canada and the Government of Ontario.*



Scan Me for  
details on the  
ASP 2025-26







# Small Business Development Series 2024-25

Funded by the Government of Ontario's Skills Development Fund, our *Small Business Development Series* offers free webinars, small group sessions, and one-on-one coaching with expert business coaches that are focused on practical solutions for your unique challenges as the owner of a small business.

Attended by over 200 attendees, here are the topics discussed this past season:

- Unlock your Business Potential: Succeeding in an Unpredictable Economy
- Get Prepared for Tax Time: Tax Season Doesn't Have to be Stressful
- Sales Techniques & Customer Relationship Management
- Workplace Health & Safety: It Doesn't Happen by Accident!
- Financial Management and Budget Development
- Digital Transformation & Technology Integration for your Business
- Using the Power of Artificial Intelligence for your Business
- Tariff Panel Discussion with Industry Experts
- Leadership & Management Skills

Got to [www.oel.org](http://www.oel.org) to see our Small Business Development Series topics. Everyone is welcome to participate!

*The Small Business Development Series and all other elements of the Employer Engagement Program (EEP) are funded in part by the Government of Canada and the Government of Ontario.*



# Wired for Wellness: Investigating Electricians' Physical and Psychological Health



ReSTORE



UNIVERSITY OF  
TORONTO

The *Wired for Wellness* study, an ongoing project led by the ReSTORE Lab at the University of Toronto in partnership with the OEL, aims to investigate electricians' physical and mental health challenges, as well as the lived experiences of apprentices and workers from underrepresented groups in Ontario's electrical industry.

The study consists of 3 parts:

1. A province-wide survey of on-the-tools electricians and apprentices, with data collected through Chapter Meetings attended by ReSTORE Lab representatives. With a goal of at least 80 responses, the team received 229 valid responses.
2. One-on-one interviews and focus groups conducted to explore survey findings in greater depth. 11 interviews and focus groups were conducted with contractors, electricians, and apprentices, including those from underrepresented groups.
3. Hands-on field work with contractors and apprentices across Ontario, through the Roadshows, Chapter Meetings, and Apprentice Day, delivering mental health presentations and gathering input from apprentices and employers.

## Major themes emerging from the Study so far:

- **Burnout remains high**, especially among younger workers and apprentices, driven by poor work-life balance, career delays, and financial stress. Apprentices reported significantly higher psychological distress and declining sleep quality compared to previous years.
- **Chronic physical pain** was reported 92% of participants, mainly in the lower back, shoulders, and neck, highlighting significant ergonomic risks for electricians.
- **Participants highlighted that sexism and biased assumptions remain common in the trade.** They noted that merit-based hiring alone can exclude underrepresented groups and suggested creating early career opportunities, social support systems, and improving mental health support to promote diversity, equity, and inclusion (DEI) in the sector.

The next phase of the study will include on-site observations by an Occupational Therapist to assess repetitive movements, ergonomic risks, and the impact of work-related musculoskeletal disorders; leading to targeted, evidence-based recommendations to contractors, electricians, and apprentices.



# Leave Your Tools Behind Apprentice Days 2025

For the second iteration of OEL's Apprentice Day from last year, we visited Barrie, London, and Kingston where we met more than 100 apprentices over three days of learning, networking, tools, and prizes.

We'd like to thank everyone who made it out with a special thanks to our guest speakers, including:

- Peter Sproule of Momentum Financial Services who spoke about early-career budgeting tips, financial planning and provided individual coaching.
- Donia Obeidat, George Shi, Aaron Howe, and Joyce Lo from the University of Toronto's ReSTORE Lab who spoke about the importance of Mental Health and how to practice mental & physical well-being.
- OEL Members Steven Booth and Steve Del Guidice who shared their career journeys - the ups and downs - and words of encouragement to the apprentices.
- Mentors from Support Ontario Youth (SOY), Riley Chafe and Rob Bartolotta, who shared their career experiences as licensed electricians, provided words of encouragement, and outlined the support resources available to apprentices from SOY.



# Roadshow Pilot: Stronger Together

September 2024

In September 2024, we piloted the Roadshow *Stronger Together* by visiting 10 locations across Ontario with the goal of strengthening collaboration within the local electrical communities and creating engagement & excitement within the local Chapters.

By all estimates, we succeeded! We met over 800 people across the province at the Roadshows – not just contractors but journeypersons, apprentices, pre-apprentices, and associates too! We had insightful conversations about their successes and the unique challenges they face.

We are incredibly proud of how it turned out, especially for our first time, thanks to everyone's collective efforts! With support from the local Chapters and partners, it was amazing to see people from across the industry drop by — contractors, their staff, vendors, industry partners, and associates all came together to make it a huge success!

We're doing it again this September, 2025. We hope to see you there!



Windsor Roadshow: Walkerville Brewery



Lindsay Roadshow: Nedco Lindsay

## Special Thanks to our Roadshow Sponsors Last Year:

OEL Ottawa Chapter	Provincial-Level Funding
Federated Insurance	Provincial-Level Funding
Hydro One	Provincial-Level Funding
OEL GTAW Chapter	Regional-Level in Funding
ESA	Regional-Level in Funding
Milwaukee Tool	Product In-Kind
UofT ReSTORE Lab	Staff In-Kind
OEL Lindsay Chapter	Food In-Kind
Nedco Lindsay	Lindsay Roadshow Host
Pro Electric	Food & Beverage Funding
Honey Electric	Food & Beverage Funding
Electrical League of Essex	Additional Beverage In-Kind
OEL Durham Chapter	Food In-Kind



North Bay Roadshow: Wildwoods Brewing Company



# Roadshow Pilot: Stronger Together



Muskoka Roadshow: Muskoka Brewery



North Bay Roadshow: Wildwoods Brewing Company



Durham Roadshow: Town Brewery



Windsor Roadshow: Walkerville Brewery



Kingston Roadshow: Raxx Bar & Grill



Lindsay Roadshow: Nedco Lindsay  
(Right) Lead Volunteer Marleah Richards, Store Manager at Nedco Lindsay



Ottawa Roadshow: Overflow Brewing Company



London Roadshow: Forked River Brewing Company

# Statement of Financial Position (2024-25)

Statement of Financial Position  
March 31, 2025

	March 31 2025	(Four Months) March 31 2024	November 30 2023
<b>Assets</b>			
<b>Current Assets</b>			
Cash & Bank	\$ 94,657	\$ 106,056	\$ 284,437
Accounts Receivable	\$ 129,376	\$ 78,432	\$ 31,866
SDF Holdback Receivable	\$ 450,334	\$ 384,460	-
Short-Term Investments	\$ 350,000	\$ 412,769	\$ 407,370
Harmonized Sales Tax Recoverable	\$ 12,932	\$ 4,844	-
Prepaid Expenses & Deposits	\$ 35,929	\$ 47,685	\$ 78,499
Notes Receivable	-	\$ 50,000	-
	\$ 1,073,228	\$ 1,084,246	\$ 802,172
Capital Assets	\$ 85,379	\$ 109,631	\$ 117,934
<b>Total Assets</b>	<b>\$ 1,158,607</b>	<b>\$ 1,193,877</b>	<b>\$ 920,106</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts Payable & Accrued Liabilities	\$ 248,598	\$ 461,573	\$ 121,220
Deferred Revenue	\$ 47,193	\$ 47,193	\$ 179,300
Dues to Chapters	\$ 24,902	\$ 77,003	\$ 65,495
Harmonized Sales Tax Payable	-	-	\$ 23,586
Dues to Ontario Skills Trade Association (OSTA)	-	-	\$ 30,940
<b>Total Liabilities</b>	<b>\$ 320,693</b>	<b>\$ 585,769</b>	<b>\$ 420,541</b>
<b>Fund Balances</b>			
<b>Unrestricted</b>			
General Fund	\$ 837,914	\$ 570,237	\$ 461,694
<b>Externally Restricted</b>			
Political Fund	-	\$ 37,871	\$ 37,871
<b>Total Fund Balances</b>	<b>\$ 837,914</b>	<b>\$ 608,108</b>	<b>\$ 499,565</b>
<b>Total Assets</b>	<b>\$ 1,158,607</b>	<b>\$ 1,193,877</b>	<b>\$ 920,106</b>



# Statement of Operations (2024-25)

Statement of Operations  
Year Ended March 31, 2025

	Year Ended: March 31 2025	Four Months Ended: March 31 2024	Year Ended: November 30 2023
<b>Revenue</b>			
SDF Grant Revenue	\$ 2,995,000	\$ 1,181,961	\$ 2,337,379
Membership Dues	\$ 494,444	\$ 293,340	\$ 603,124
Training Revenue	\$ 136,834	\$ 14,236	\$ 51,120
Fundraising & Event Revenue	\$ 99,158	-	-
Rental Income	\$ 81,000	\$ 36,000	\$ 108,000
Marketing Revenue	\$ 2,850	\$ 1,800	\$ 7,800
Other Income	\$ 1,741	\$ 18,103	\$ 8,016
League Sponsored Events	-	-	\$ 200,060
OSTA Correction	-	-	\$ 33,787
Advertising	-	-	\$ 30,953
Donations	-	-	\$ 1,905
<b>Total Revenue</b>	<b>\$ 3,811,027</b>	<b>\$ 1,545,440</b>	<b>\$ 3,382,144</b>
<b>Expenses</b>			
SDF Project Costs	\$ 3,005,322	\$ 1,229,961	\$ 2,327,074
Salaries & Benefits	\$ 269,287	\$ 80,978	\$ 255,447
Office Expenses	\$ 138,842	\$ 49,840	\$ 139,857
Fundraising & Event Expenses	\$ 68,188	-	-
Advertising & Promotion	\$ 27,972	\$ 2,015	\$ 27,115
Professional Fees	\$ 25,756	\$ 16,017	\$ 13,434
Amortization	\$ 24,253	\$ 8,302	\$ 26,673
Interest & Bank Charges	\$ 23,666	\$ 6,767	\$ 21,979
Contract Service	\$ 9,900	\$ 7,863	\$ 69,221
Insurance	\$ 8,573	\$ 2,279	\$ 9,418
Training	\$ 7,448	\$ 12,743	\$ 50,865
Membership Costs	\$ 5,594	-	\$ 1,806
Director Fees	\$ 4,738	\$ 3,250	\$ 19,445
Travel	\$ 4,111	\$ 11,142	\$ 22,321
Telephone	\$ 3,830	\$ 1,027	\$ 3,637
Equipment Rental	\$ 1,895	\$ 632	\$ 47,306
Bad Debts	-	\$ 4,081	\$ 38,935
Postage & Courier	-	-	\$ 1,488
Donation	-	-	\$ 1,120
Meals & Entertainment	-	-	\$ 46,403
<b>Total Expenses</b>	<b>\$ 3,629,375</b>	<b>\$ 1,436,897</b>	<b>\$ 3,123,544</b>
<b>Excess of Revenue Over Expenses</b>			
Before Other Income	\$ 181,652	\$ 108,543	\$ 258,600
Expense Recoveries	\$ 48,154	-	-
<b>Excess of Revenue Over Expenses for the Period</b>			
	<b>\$ 229,806</b>	<b>\$ 108,543</b>	<b>\$ 258,600</b>

## Special Acknowledgement

We gratefully acknowledge the Government of Ontario and the Ministry of Labour, Immigration, Training and Skills Development for their generous support of our programs this year.

On behalf of Ontario's electrical sector, we extend our gratitude and thanks to Minister David Piccini and the Ministry for their continued investment in our industry.



## We're here for you.



**Ontario  
Electrical  
League**

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2024/25 Annual Report  
Compiled by Maverick Camorista