

September Board of Directors Meeting Highlights

The ECAM Board of Directors is comprised of a cross section of Industry members; residential, industrial, commercial, urban and rural, sub-contractors, engineers and associate members. The Board meets monthly September through June and is served by standing committees, advisory councils and working groups.

Mechanical Contractors Association of Canada Update

Tania Johnston, CEO, and Ken Lancaster, COO, of MCAC joined the Board meeting to provide an update on national initiatives and priorities. The update included governance changes, including MCAC's amended Statement of Purpose to include the electrical sector and Dave Cook's appointment as National Director for Electrical on the MCAC Board. Updates were also provided on the upcoming [National Conference](#), [scholarship opportunities](#), [Susie Builds](#), [counter-tariff advocacy](#), and efforts to address interprovincial trade barriers.

Certificate in Building Information Modeling (BIM) Management Cohort

Learn to effectively manage your part of a project's lifecycle and work within the AECOO team. Build on your career in Architecture, Engineering, Construction, or as an Owner or Operator as you gain important knowledge about digital construction and BIM project management processes that are being adopted around the world. University of Manitoba Extended Education is offering a cohort that offers a schedule suited to industry. Register and learn more [HERE](#).

Next Ball Hockey Tournament Cancellation

Due to lower-than-anticipated registration, the ECAM vs MCAM Next Gen Ball Hockey Tournament has been cancelled. ECAM strides to provide valuable experiences for participants and members. Please share your thoughts about the future of the ball hockey tournament [HERE](#).

Save the Date - Industry Gala

Save the date for the annual ECAM Industry Gala on November 6, 2026 at the Canadian Museum for Human Rights. Find registration and sponsorship information [HERE](#).

The Great Canadian Electricity Map

Thanks to support from generous sponsors, ECAM is purchasing the Great Canadian Electricity Map, a powerful educational tool that helps students and the public understand how electricity is generated, transmitted, and used, and the important role the electrical industry plays in everyday life. See more about the map [HERE](#).

ECAM Branding and Position Campaign

ECAM has participated in a comprehensive review and update of the associations brand and positioning strategies. The foundation of the branding and positioning strategy will be presented at a special meeting of the board along side MCAM, September 17th. The association is proud to work on behalf of the industry and believes the campaign will help highlight the importance of both the Electrical and Mechanical Industry in Manitoba.

Fee Structure Review

The Board is in the process of conducting a fee structure review. The goal of the review is to ensure the fee structure is equitable across all contractors and provides for sustainability for the association. The Board will be considering recommendations at the October Board of Directors meeting. Email Ramona@ecamb.ca to discuss the ECAM fee structure.

Manitoba Jobs Agreement Draft – 2.0

ECAM participated in a joint line-by line review of the draft MJA2.0 along side MCAM. The associations will be sharing identified improvements and concerns to government through a written submission and in-person meetings.

Staffing Update

Welcome, Kerri Sylvester to the ECAM team as the Office & Board Administrative Coordinator! ECAM is in the process of hiring a workforce Development and Partnership Specialist.

The Top Habits of High-Performing Foremen - In-Person Education

Offered by Dr. Awad Hanna on November 12, 2026 at the ECAM office. Foremen are the drivers of project success. An effective, high performing foremen is a company's most valuable asset, with their leadership and ability to manage cost, schedule, safety, and quality setting the tone for project success. High-performing foremen stand out because of key traits that distinguish them from average performers. This course offers an in-depth look at the top habits of the most effective foremen. The course is led by Dr. Awad Hanna, professor at the University of Wisconsin-Madison and president of the Madison-based Hanna Consulting Group. Dr. Hanna has been conducting industry-funded productivity research for over 30 years and is the author of 35 books on productivity and management for various U.S. and Canadian trade associations. Learn more and register [HERE](#).

Managing Field Productivity to Improve the Bottom Line - In-Person Education

Offered by Dr. Awad Hanna on November 13, 2026 at the ECAM office. By taking this course, participants will know how to plan, measure, and take corrective action to increase field productivity, understand "real life" tools and techniques that will lead to increased productivity and more profit from projects, and be ready in the firm to implement and measure the results of what has been learned. Topics include productivity measurements and principles of improvement, identifying, quantifying and allocating risk factors affecting productivity, pre-job and pre-task planning, and tricks of the trade to cost-effectively measure field productivity. Learn more and register [HERE](#).

Trade Contracting Project Management Program

Offered in partnership with MCAC and University of Waterloo. Earn 70 Professional Development Units & 15 Gold Seal Credits. Improve the planning and controlling of your projects, thereby improving your company's bottom line. Take a business view of projects and take ownership of a project from bid to final payment. Increase your own project "lessons learned" by learning from experiences of other participants. Be able and willing to contribute improvements to your company's project management process. Be better prepared to take the Gold Seal examination, if you choose. Learn more and register [HERE](#).

Welcome New Members

Welcome to ECAM's newest members, Apex Surety and Camco Electric.



Paul Shack, President

Paul Shack has been a driving force behind the advancement of ECAM since 2020.

With over 20 years of industry experience, Paul has risen through the ranks to become Vice President of Operations at Nor-Tec Group Ltd. From beginning as a level 1 apprentice, he has worked his way up the ladder as a Journeyman, Site Foreman, Superintendent, Project Manager and Operations Manager within Nor-Tec Group Ltd.

Paul Shack has played a pivotal role in advancing the adoption and effective implementation of BIM practices within the construction industry. Alongside his professional accomplishments, Paul actively participates as a Social Committee member.