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General Contractors Association of Ottawa Newsletter

Winter 2010

GCAO CALENDAR

15 Jan 10: Next Board of Directors Meeting

20 Jan 10: GCAO Annual General Meeting

24 Feb 10 – GCAO Cocktail Party

If you have an issue you wish to bring to the Board's attention, please contact the appropriate director. See the full list of directors and portfolios at the end of this newsletter.

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Don't Miss the AGM on Jan 20th Come out and Listen to our Special Guest Speaker Dr. Linda Duxbury This years Topic is Demographics!
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Dr. Duxbury has written hundreds of papers, journals, and books, and is the co-author of a series of Health Canada reports about work-life balance in Canada.

Her speeches are funny and well informed.

Managing a Changing Workforce

The upcoming century will see a fundamental shift in the nature of

the employer-employee relationship as organizations seek to attract and retain good employees in a declining labour market. This labour force shortage will arise as the massive baby boomer generation retires and companies compete to hire the small pool of "baby – bust" employees. Other factors that contribute to these changes include the following: birth rates are declining throughout the world, populations are aging, the age at which people are taking retirement has fallen, people are staying in school longer (or returning to school), and the skill-intensity of employment is increasing. These demographic changes will have profound impacts on employers as they enter a "sellers" market where there are fewer employees with the necessary skills than there are good jobs. Human resource management will become a critical success factor in the new millennium as companies have to focus on recruitment, retention of employees of all ages, succession planning, work-life balance and career development. We are currently in an unusual position in Canada in that we have four generations in the workforce at the same time: the Veterans (59 +), the Baby Boom (1947 to 1964), the Baby Bust (Generation X) (1961 to 1972) and the Echo Boomers (Nexus) (1972 to 1990). Each of these generations have different attitudes and values with respect to work and life. Managers in organizations today need to

understand key generational differences in order to both attract, motivate and retain good employees. Dr. Duxbury's talk will address these issues. She will look at the formative influences shaping the different generations and look at possible sources of generational conflict within the workforce. She will also give employers information on how to adapt to meet the needs of these different groups of employees.



Our own Don Chutter has been under the weather as of late. We extend our best wishes to him for a speedy recovery.

GCAO Members Invited to Drywall Recycling Meeting

As you may or may not know, '09 saw dedicated volunteers form the CRI (Construction Recycling Initiatives) Task Group for a better

built environment, with drywall recycling as the first goal.

While a great deal was achieved, much more remains to be done. Therefore, we are pleased to invite you to join the CRI Task Group, as a representative of your organization, on **Monday, January 25th, 3:30 to 6:30pm at 2212 Gladwin Cr., Unit E-1**, for a detailed updated information session, and invitation for involvement on next steps.

Your reply by January 19th at renee.gratton@rgintegration.com will be greatly appreciated to facilitate planning. Agenda will include:

- A brief presentation reviewing the environmental concerns and current plans
- A Q&A period
- Brainstorming & planning for 2010 actions

As always, please do not hesitate to contact me for a copy of the detailed Fall 2009 report or any further information. Trusting in your interest and support, we remain.

Yours truly,

Renée Gratton, LEED® A.P.

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RGINTEGRATION

Congratulations (again) to M.P Lundy Construction.



Lundy Construction wins Ottawa Chamber of Commerce Small Business of the Year Award

Lundy Construction has been named *Small Business of the Year* by the Ottawa Chamber of Commerce. The announcement and presentation was made at the annual Ottawa Business Achievement Awards Gala held on Thursday, November 26, 2009, at the Hampton Inn Conference Centre.

Lundy's achievements were assessed in the following categories: Business Growth/Sales, Profitability/Expansion; Job Creation/Employee Relations; Customer Service/Quality; Innovation/Research & Development; and Community/Charitable Involvement/Environmental Responsibility.

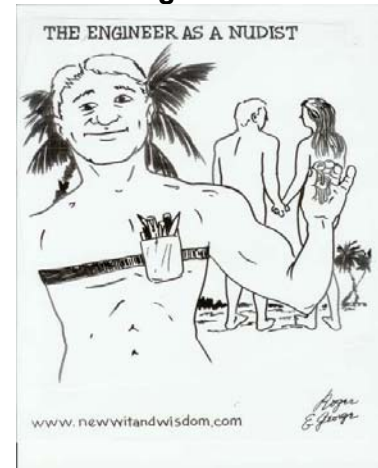
At the event, Sean Lundy praised his firm's highly professional staff, whose consistent efforts have earned this recognition.

"What I like most about this award is that it honors our company as a whole - this award does not belong to any one person and would not be possible without the success of the team. As a company, we are on a continual path of

improvement and this award confirms to me that we are on the right track. "

Sean encourages all GCAO members to consider raising their profile by making the Ottawa business community aware of your valuable efforts and contributions.

On the Lighter Side.....



Board Mandates

1. **Tendering Practices**
Michael Assal (chair)
Gary Kozak, Hubie Splinter
2. **Membership - Doug Burnside**
3. **Communications**
Hubie Splinter
4. **Entertainment**
Spencer Hagan (chair), Sean Lundy
5. **Nominating Committee**
Doug Burnside
6. **Non-Fundable Deposits**
Anders Persson
7. **Web Site - Sean Lundy**
8. **BILDCO – OTTAWA**
Gary Kozak, Doug Burnside,
Michael Assal, Hubie Splinter
9. **OVBD LIAISON**
Anders Persson
10. **Integrity and Ethics Award**
Gary Kozak

2009 Board Members



Back Row Left to Right: Don Chutter, Anders Persson, Hubie Splinter, Sean Lundy, Spencer Hagan, Paul McDonald, **Front Row Left to Right:** Michael Assal, Gary Kozak, Doug Burnside. Absent from this Photo is Shawn Argue

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