



# General Contractors Association of Ottawa Newsletter

*Striving for Excellence • Integrity • Ethics*

## GCAO Calendar:

**Construction Waste Management – Drywall Conference:**  
Friday, May 28

**Next Board Meeting**  
Friday, May 28

**Annual Golf Tournament AND Semi-Annual General Meeting:**  
Friday, June 25

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

## Inside:

- Tendering Practices
- Non-Refundable Deposits Program
- Annual General Meeting
- Upcoming Events
- Board Members and Mandates

## Meet our New President

**Michael Assal**, President of Taplen Construction Inc., was born in Ottawa, raised in Florida, worked initially as a scheduler/planner then as a project manager on major construction projects for 15 years in Germany, the United Arab Emirates, the USA, and Czech Republic. Michael and his family returned to Ottawa in 2005 and assumed ownership of Taplen. Along the way he obtained his B.Sc. (civil engineering

/construction management) at the University of Maryland and his MBA (finance e/commerce) at George Washington University.

Joining the GCAO Board in 2007, he worked his way through various portfolios, culminating in the Tendering Practices portfolio in 2009. Among his hobbies are playing soccer, travel, and cooking. Michael is supported by his wife, Gill,

and his two sons, Torin and Konstantine. Michael can be reached at 613-521-2550 or [massal@taplenconstruction.com](mailto:massal@taplenconstruction.com).



Photo credit: Simon Hannington

## Annual GCAO Cocktail Party

A very successful and well attended Annual GCAO Cocktail Party took place on February 24, 2010. As is tradition, the event was held at the elegant Rideau Club at 99 Bank Street.

Sincere thanks go to our new sponsor to the GCAO reception this year, **Smith Petrie Carr & Scott Insurance Brokers Ltd.**



The Recipient of the annual **Integrity and Ethics Award** was Mike Rushton, Director of the Department of Physical Resources at Algonquin College.

This award recognizes individuals who have consistently displayed a high standard of integrity and ethics in dealing with local construction industry participants, including owners, designers, consultants, contractors, subcontractors, suppliers and fellow employees. Mike certainly exemplifies the principles of the award and gave a well received acceptance speech in

which he recognized those many construction industry notables who had imparted knowledge, assistance and understanding along the way. Congratulations Mike!



Photo credit: Simon Hannington

Distinguished attendees to this year's function included Honourable Jim Watson and Honourable John Baird.

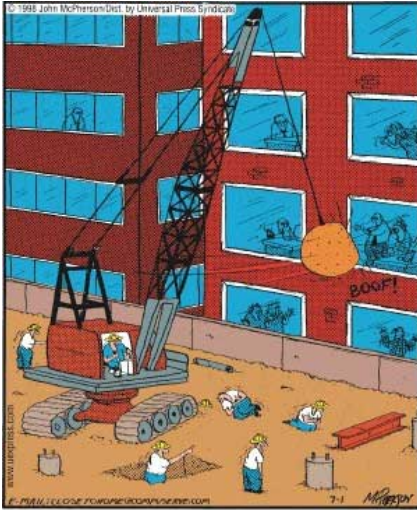
## Tendering Practices

This is shaping up to be another busy year for members on the Tendering Practices Committee. The regularity of additional and often onerous Supplementary General Conditions (SGC's) added to many recent tenders has sparked considerable

interest and consternation from member bidders.

Your Association has been very successful in reducing the impact of these conditions upon the membership as a whole, most recently on the St. Isidore Arena Expansion tender.

Member comments are encouraged regarding the City of Ottawa's proposed Purchasing By-Law prohibiting certain firms from bidding City projects. Details of the proposed plan were provided to all members in a separate correspondence this past April.



The boys down at Wilt Construction were having hours of fun with their new Nerf wrecking ball.

## Non-Refundable Deposits Program

**GCAO NRDP Policy Saved Bidders over \$38,000 in Past 2 Years**

Your Association believes that the provision of a free estimate should be all that bidders provide and that they should not have to pay for tendering documents.

Most Owners/Consultants refund the deposit for plans and specifications if they are returned in good condition by unsuccessful bidders. If they decline to do so, the GCAO offers to perform the associated administration. Recently the policy was extended to

cover printing costs when bidders are only supplied an electronic version of the tendering documents. During 2008 and 2009 the GCAO was able to refund over \$38,000 to unsuccessful bidders in cases when the policy was invoked.

## Annual General Meeting

The **Annual General Meeting** took place on January 20, 2010. Dr. Linda Duxbury, well-known Carleton University professor and specialist on changing workplace demographics, presented a fascinating and informative view on 'Managing a Changing Workforce'.

Today's workforce, with four generations (veterans

group, baby boomers, Generation Xers and Generation Yers) working side by side, and motivated by different factors, was discussed. Dr. Duxbury emphasized that managers in organizations today need to understand key generational differences in order to both attract, motivate and retain good employees. It brought to light how to make our

work environment desirable and motivating for employees of every generation, and ideally in so doing, retain employees in our industry and within our individual firms.

Dr. Duxbury presented a valuable and informative speech which was much appreciated by the representatives of GCAO member firms in attendance.

## Upcoming Events

**Construction Waste Management Drywall Conference May 28**

Ottawa's Construction Recycling Initiatives (CRI) Task Group

Event is FREE, but you must register through the OCA, or contact Renée Gratton at (613) 795-4632.

**Annual GCAO Golf Tournament AND Semi-Annual Meeting:**

Friday, June 25 at The Marshes at Brookstreet, 320 Terry Fox Drive, Ottawa - *Details to follow*



Dr. Linda Duxbury  
(photo credit: Carleton University web site)

## GCAO Board Members

### President

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### 1<sup>st</sup> Vice President

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### 2<sup>nd</sup> Vice President

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### Past President

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### Director

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### Executive Director

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Front row (left to right): Sean Lundy, Michael Assal, Michael Nicolini  
Back row (left to right): Joshua Laginski, Shawn Argue, Gary Kozak, Spencer Hagan, Don Chutter  
(not pictured: Hubie Splinter, Paul McDonald)

## Mandates

### CCA Liaison

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### OCA Liaison

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### Integrity and Ethics Award

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### Membership

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### OCA Standard Practices Committee Liaison

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