

## **Graeme Aitken - Bio (Short)**

Graeme has dedicated over three decades to the unionized construction industry across Canada. His journey from tools to the boardroom reflects not only his comprehensive understanding of the challenges we face, but also a deep commitment to its growth and success. He continues to shape the future of ECAO with a strategic vision and collaborative spirit to champion the interest of its members and ensure ECAO remains at the forefront of the evolving electrical landscape in Ontario.

Graeme is deeply committed to advancing Diversity, Equity, and Inclusion (DEI) within the electrical industry. He spearheaded initiatives to promote diversity and inclusivity through mentorship programs, training sessions, and diverse hiring practices.

Currently, in conjunction with his role at ECAO, Graeme is on the Board of Directors for the National Electrical Trade Council (NETCO), and the Joint Electrical Promotion Plan (JEPP). He has also served on various industry committees and is an acting CEO of the Canadian Spinal Research Organization.

## **Graeme Aitken - Bio (Long)**

Graeme began his career as a construction and maintenance electrician, following his father's footsteps at IBEW Local 105. After a stint as recording secretary of the Local and as an Organizer for IBEW Locals, Graeme went on to get his LLB from Osgoode Hall at York University and practiced labour law.

Graeme then joined the International Union of Bricklayers and Allied Craftworkers and represented them for 15 years. Graeme then joined EPTCON (a Cambridge based high-voltage EPC contractor) overseeing labour relations and contracts before heading up the ECAO as the Executive Director.

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