

Award: Skilled Trades Award

Entry: Bourgon Construction

Supporting Skilled Trades

Over its 60+ years in business, including opening a Kingston office in 2016, Bourgon Construction has always placed value on the importance of being an advocate for the trades industry and those that work within it. Currently, Bourgon employes around 40 staff, with an approximate equal split between Kingston skilled trades, Cornwall skilled trades, and office/support staff.

As a third-generation family-owned business, Bourgon believes in the necessity of not only encouraging younger generations into skilled trades, but also supporting them once they are engaged to ensure they are successful and fulfilled in their careers.

Bourgon regularly employs and trains apprentice carpenters and has also welcomed Co-Op students from local secondary schools. Bourgon makes a point of promoting employees from within. For example, one staff member started with Bourgon straight out of school, completed his Carpentry qualification at St Lawrence College, and is now a Senior Carpenter and Site Supervisor and has been with Bourgon for more than ten years. All staff work with our senior management team to develop an annual training and education plan that identifies areas where they would like to develop their skills and knowledge. By prioritizing our staff's ongoing education and development we find that our crews are more cohesive, have higher work satisfaction, and build stronger relationships within their teams and with our clients and partners.

In addition, Bourgon Construction also runs an internal 'Buddy Program' for all new staff. In the past, we have found that younger employees that are new to skilled trades are susceptible to early disengagement. Whether it's the early mornings, working in winter conditions, or just not being confident, those first few weeks are key to getting the employee engaged and onboard. To assist with this, Bourgon implemented a Buddy Program, where an incumbent employee is assigned to the new staff member for a three-month program. This includes initial tours and teachings, regular check-ins, and gives the new employee someone accessible to ask any questions of. We have found this greatly increases retention, and not only are our new employees grateful for the program, but our senior buddies also enjoy the opportunity to support the next generation in a more casual way.

We also believe it is essential to celebrate successes both internally and externally. At Bourgon, we present annual staff awards, including acknowledgements for Leadership, Teamwork, and Professional Excellence. These awards are given out at our end of year events and for the first time in 2023 we will be posting these awards on our Social Media channels. In addition to the annual awards, we also use our Social Media platforms to showcase different members of our team. Both campaigns help to shape our wider communities' perceptions of the people that work in trades.

Bourgon Construction currently holds active memberships with the Kingston Construction Association, Ontario Construction Association, and General Contractors Association of Ottawa, and uses these platforms to advocate for the importance of having a strong trade industry within the community.

Customer Service/Quality

As General Contractors, Bourgon Construction relies on strong relationships with both clients/owners, and subcontractors/other industry partners. Both of these types of relationships require elements of leadership and teamwork, and ensuring we prioritize our customer service in all directions is essential to having projects run smoothly.

For our clients, our relationship starts before project construction begins, when we initially bid on projects open for tender. Many Construction Management companies split up responsibilities at this stage between an Estimator, a Project Manager, and a Site Supervisor. However, at Bourgon, we do things a little differently, and work to have one person as the main point of contact, who fulfills all of these roles. This results in one person seeing a project from fruition all the way to completion, which creates a more consistent and stronger customer relationship.

From a subcontractor perspective, we value the relationships we have built with local companies and rely on these trades for high quality work. It is all too common that subcontractors aren't acknowledged within the skilled trades for the work they do, and so recently, Bourgon Construction began a new award system, where we acknowledge some of our industry partners for the work they do. In 2022, we presented awards to two design partners; Geordon Green from G architects and Patrick Dubuc from grc architects, and two subcontractors; Braden Miller from Ken Miller Excavating and Jay Bark from Lasalle Electrical. One of these recipients, on learning about the award, commented that in his 30+ year career he had never received anything like this, and truly appreciated the intent behind the acknowledgement.

Bourgon Construction sees the value in this approach by the returning clients we work with, from owners to consultants and designers and subcontractors. As an example, Queen's University has been a client for Bourgon Construction for five years, with at least one major project occurring annually. Most recently, Bourgon Construction completed renovations at Mitchell Hall, is currently building a new Pavilion at Richardson Stadium, and is about to begin a new kitchen renovation project at Leonard Hall. We regularly work with our clients to add value to projects, whether by finding cost savings, or making suggestions for technical improvements.

In addition to the attached letters of reference, some recent customer endorsements are below:

Patrick Dubuc, grc architects

“My experience with Bourgon Construction on this current project (Barrhaven Secondary School, completed December 2022, \$23M) and previous projects were of great success. We hope to have the opportunity to work with them again.”

R Taylor, Architecture49

“Led by President Chris Markell, this firm has proven to provide consistent high level of project Bidding, General Contracting Management, Project Administration and fair and honest business practice.”

Justin Houle, Project Manager, Conseil des écoles publiques de l'Est de l'Ontario

“Bourgon Construction Ltd is one of the best contractors I have had the chance to work with over the years and I would not hesitate to recommend them.”

Community/Charitable Involvement

Bourgon Construction strongly believes in supporting both the health and well-being of children in the communities we work in. We are long-time supporters of the United Way in Kingston, along with the Boys and Girls Club of Kingston and Area.

For a number of years we have supported the United Banner campaign, with 2023 support already confirmed. Bourgon Construction has also supported the Kingston Boys and Girls Club through sponsorship for their pink shirt campaigns, summer golf tournament, and annual 'Making A Difference' Speaker Series. Similarly, we regularly contribute to annual food bank appeals and other holiday campaigns. When we completed construction of the community centre and library addition to the Rideau Heights Public School, we organized funding for the afterschool healthy snack program for over a year and helped to fund the

school's annual healthy cooking event.

In addition to programs like these, we also extend our advocacy for the skilled trades industry into our local schools and education institutes. This includes regularly attending job fairs, speaking events, and engaging in informal mentorship programs. We also support athletic programs and have regularly provided graduation bursaries to graduates from Kingston and Cornwall high schools that presented qualifying candidates headed into the trades, engineering, architecture, or planning fields.

Recent examples of community sports teams that Bourgon Construction has supported in the Kingston area include Na Fianna GAA, Kingston's local Gaelic hurling team, and Queen's University Gaels football team. By engaging in activities aimed at both those already interested in the skilled trades (job fairs, bursaries, and speaking events) and initiatives that connect with the wider community (sports sponsorship, community events), we have found that we reach a wide range of young people who can all benefit from learning more about all that skilled trades have to offer.

From a community leadership perspective, our President, Chris Markell, is a current Board of Director for the General Contractors Association of Ottawa, ensuring the voice of trades in Eastern Ontario is represented at an urban level.



March 14, 2023

To Whom It May Concern,

On behalf of BGC South East, I am pleased to provide this letter of support for Bourgon Construction, in their nomination for the Kingston Business Awards Skilled Trades Award.

In 2019, Bourgon Construction was selected through a RFP process to complete a major renovation of our East End Hub location, including a new mezzanine and complete fit-up of the core and shell space. They were able to come in on budget and their staff were very accommodating during the whole process. Throughout the project Bourgon and its team managed the project with professionalism and a collaborative approach, and today it stands as the largest attended EarlyON site in Kingston, with hundreds of families accessing it on a regular basis.

Chris Markell and the wider Bourgon team are longtime supporters of the Boys and Girls Club, including being a 2023 Business Partner. Most recently Bourgon's Kingston team supported our 2023 Pink Shirt Day and Making A Difference Speaker Series dinner event. We are pleased to support Bourgon Construction, as we believe their work, staff and community service are making a difference in our community.

Our staff and Board of Directors wish them well in this award nomination and are pleased to provide any further information during the selection process.

Regards,

A handwritten signature in black ink, appearing to read "Harold Parsons".

Harold Parsons
Executive Director

Kingston Club
1300 Bath Road, Unit A-2
Kingston, ON, K7M 4X4
613-507-3306



Napanee Club
1208 County Road 8
Napanee, ON, K7R 3K7
613-453-1408

Charitable Number: 14052 6369 RR 0001
www.bgcsoutheast.ca



March 15, 2023

To Whom it May Concern

Re: Robert J Bourgon & Associates Ltd. – Letter of Reference


Robert J Bourgon & Associates Ltd. has been a trusted contractor on several of our Campus projects over a number of years and remains an approved General Contractor on our Vendor of Record listing. Projects have included new construction, interior and exterior renovations on existing facilities and including heritage buildings.

Robert J Bourgon & Associates Ltd. team continue to show a high degree of professionalism on each project and work in the best interests of the Queens Community. They provide open communication in dealing with project issues, providing constructive solutions and ideas. They adhere to our sustainability guidelines and best practices and strive to be good environmental stewards within their profession. I would recommend Robert J Bourgon & Associates Ltd. for future consideration within the construction industry.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Waite".

David Waite, Senior Project Manager
Queen's University, Facilities
355 King St. W.
Kingston ON K7L 3N6
613.876.2659 | dw99@queensu.ca



BOURGON CONSTRUCTION
Build - Create - Inspire

CLIENT	TOWNSHIP OF SOUTH FRONTENAC
VALUE	\$3,362,000.00 +HST
COMPLETION	SPRING 2023
PROJECT	BATTERSBY FIRE HALL



BOURGON CONSTRUCTION
Build - Create - Inspire

CLIENT	CITY OF KINGSTON
VALUE	\$10,235,000.00 +HST
COMPLETION	MARCH 2018
PROJECT	RIDEAU HEIGHTS COMMUNITY CENTRE & PUBLIC LIBRARY




CELEBRATING INTERNATIONAL WOMEN'S DAY 2023

OUTSTANDING DESIGNER



G architects - Geordon Green

PROFESSIONAL EXCELLENCE



Todd Dewe

OUTSTANDING TEAMWORK



Mike Sparks

OUTSTANDING TRADE CONTRACTOR



Ken Miller Excavating - Braden Miller



BOURGON CONSTRUCTION
Build - Create - Inspire


CLIENT	KINGSTON & FRONTENAC HOUSING CORPORATION
VALUE	\$5,495,000.00 +HST
COMPLETION	JUNE 2022
PROJECT	WRIGHT CRESCENT 40-UNIT APARTMENTS



BOURGON CONSTRUCTION
Build - Create - Inspire

CLIENT	QUEEN'S UNIVERSITY
VALUE	\$11,950,000.00 +HST
COMPLETION	FALL 2023
PROJECT	NEW PAVILLION AT RICHARDSON STADIUM

LEADERSHIP EXCELLENCE



John Menkhorst