



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

6299 Airport Road, Suite 708
Mississauga, Ontario
L4V 1N4

Tel: (905) 677-6200
Fax: (905) 677-7634
wpeterson@cecco.org

To: ALL MEMBERS AND ASSOCIATE MEMBERS

Bulletin #16-17

Date: October 2, 2017

Letter to Minister re: Bill 148 Concerns



Construction Employers Coordinating Council of Ontario

Ontario Ministry of Labour
400 University Avenue, 14th Floor
Toronto, Ontario M7A 1T7

September 29, 2017

Attention: Minister K. Flynn

(Original Via Canada Post)

Reference: Bill 148, Fair Workplace, Better Jobs Act, 2017

Dear Minister Flynn:

The Construction Employers Coordinating Council of Ontario (CECCO) is a council that includes twenty Industrial, Commercial and Institutional construction Employer Bargaining Agencies representing 8,000 trade and general contractors who employ in excess of 80,000 workers throughout the Province.

Reviewing Bill 148, Fair Workplace, Better Jobs Act, 2017 two items stand out as particular concerns and do not fit with the construction transient style of employment or jobsite work scheduling.

Employment Standards Act – Section 50 – (Personal Emergency Leave)

The proposed revisions to Section 50 does not fit with the transient style of employment in the construction industry where one individual may be employed by a number of employers over the course of the year and under the proposed legislation as it reads may pursue two day personal leave for each employer.

In addition, many of our negotiated collective agreements contain personal emergency leave or bereavement clauses that are employer or jointly funded with language that addresses the situation.

Employer Standards Act – Part VII.2 Scheduling – Three Hour Rule

Due to the nature and scheduling of one trade's work depending on the stage of completion of another trades on numerous occasions it is not possible to ascertain forty-eight hours in advance if a crew may be able to commence their segment of work.

As a simple example: a cladding company forty-eight hours in advance may schedule the installation of cladding on a particular building elevation but due to inclement weather twenty-four hour in advance the trade installing the cladding's support structure was delayed. Therefore, the support structure was not ready for the cladding company to commence installation.

Minister, on reflection the best solution regarding these two issues would be to exempt the construction industry from these two items in the proposed Bill.

Thank you for your consideration. I am available to discuss these items at your convenience.

Sincerely,

