



Construction Employers Coordinating Council of Ontario

41th ANNUAL MEETING

Thursday, April 8, 2021 – 10:30 am
ZOOM MEETING

A G E N D A

1. **Call to Order**
2. **Quorum**
3. **Minutes**
 - Annual Meeting June 25, 2020 1
4. **Financial Statements 2020**
 - Audited Financial Statements 4
 - Comparison Budget to Actual 12A
5. **Appointment of Auditor for 2020**
 - **Motion to appoint D. Paganelli as Auditor for 2022**
6. **Budget & Assessments 2020**
 - Budget 13
 - Assessment 14
7. **Official representatives to C.E.C.C.O.**
 - EBA Representative List 15
8. **By-Law Revisions**
 - No revisions proposed 16
9. **Other Business**
10. **Next Annual Meeting**
 - March 2022– Specific date to be confirmed
11. **Adjournment**

/

CECCO
40th ANNUAL MEETING MINUTES
THURSDAY, June 25, 2020 – 9:30 A.M. TO 10:00 A.M.
ZOOM MEETING

MEETING ATTENDANCE:

PRESENT

CHAIRMAN	DAN LANCIA
EXECUTIVE DIRECTOR	WAYNE PETERSON

ABSENT

CECCO MEMBERS:

BOILERMAKERS	SARA SCOTT	PRECAST	TONY BOMBINI
BRICKLAYER	DAVID STUBBS		
DEMOLITION	MARGARET TAYLOR		
CARPENTERS	JIM VLAHOS		
CEMENT MASONS	ANDREW KINNEY		
ELECTRICAL	JODI TRAVERS		
ELEVATOR(PROXY)	TONY FANELLI		
GLAZIERS	NOEL MARSELLA		
IRONWORKERS	JACK MESLEY		
LABOURERS	JOE KEYES		
MECHANICAL	TOM LACHANCE		
OPERATING ENGINEERS	JIM VLAHOS		
PAINTERS	ANDREW SEFTON		
PLASTERERS (ALT)	TONY FANELLI		
REFRIGERATION	MIKE VERGE		
RODMEN	TONY FANELLI		
ROOFERS	DON MARKS		
TEAMSTERS	TONY FANELLI		
TERRAZZO, TILE	DAVID ST. LOUIS		

AFFILIATE MEMBERS:

INDUSTRIAL CONTRACTORS DON AUSTIN

ALTERNATE MEMBERS:

ELECTRICAL GRAEME AITKEN

CECCO OTHERS:

ACOUSTICAL	PAUL GUNNING
ISCA	JEFF KOLLER
MECHANICAL	STEVE COLEMAN
MECHANICAL	BRANDON PAGEAU

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1. CALL TO ORDER

The meeting was called to order at 9:30 a.m.

2. QUORUM

The Chair advised that we have a quorum.

3. MINUTES

The Annual Meeting Minutes from June 13, 2019 were reviewed and on a motion duly moved by Jeff Koller, seconded by Margaret Taylor **approved them with discussed revisions.**

4. FINANCIAL STATEMENTS 2019

The audit for the Financial Statements 2019 was perused and on a motion duly moved by Don Marks and seconded by Jeff Koller, the 2019 Audit was approved.

5. APPOINTMENT OF AUDITOR 2020

On motion by Margaret Taylor, seconded by Tony Fanelli , Denis Paganelli, C.A. was approved to perform the 2020 Audit.

6. BUDGET & ASSESSMENTS 2020

On motion by Paul Gunning, seconded by Tony Fanelli, the Budget and Assessments for 2020 was approved.

Recommendation: to separate Government Relation/Marketing on a separate line and will be changed for next year.

7. OFFICIAL REPRESENTATIVES TO C.E.C.C.O.

For information purposes only, the EBA Representative list was perused.

8. BY-LAW REVISIONS

For information purposes only, the By-Law Revisions were perused.

9. OTHER BUSINESS

It was duly noted that it is the 40th anniversary of Annual Meetings being held for CECCO. Brandon Pageau has advised that he is leaving MCAO after 4 ½ years to take on another role.

10. NEXT ANNUAL MEETING - MARCH 2021 - Specific Date to be confirmed

11. ADJOURNMENT

The meeting was adjourned at 10:00 a.m.

Construction Employers Coordinating Council of Ontario

Financial Statements

Year ended December 31, 2020

DRAFT

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

Opinion

I have audited the accompanying financial statements of CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO, which comprise the statement of financial position as at December 31, 2020 and statement of operations and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Organization in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Denis Paganelli, CPA, CA
Licensed Public Accountant

March 9, 2021
Toronto, Canada

Construction Employers Coordinating Council of Ontario

Statement of Financial Position

As at December 31, 2020

	2020	2019
Assets		
Current assets		
Cash	\$ 57,246	\$ 51,544
Accounts receivable	11,100	11,602
Prepaid expenses	2,014	2,014
	70,360	65,160
Investments (note 4)	488,433	457,472
	\$ 558,793	\$ 522,632
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 2,630	\$ 2,525
Government remittances payable	13,862	6,376
Deferred revenue	–	235
	16,492	9,136
Net Assets		
Unrestricted	527,301	498,496
Board Restricted (note 5)	15,000	15,000
	542,301	513,496
Commitments (note 3)	\$ 558,793	\$ 522,632

See accompanying notes to financial statements.

On behalf of the Council:

Chairman

Executive Committee Member

Construction Employers Coordinating Council of Ontario

Statement of Operations and Changes in Net Assets

Year Ended December 31, 2020

	2020	2019
Revenue		
Members' assessments	\$ 153,774	\$ 151,915
Office, rent and utilities recovery from N.E.E.A	27,254	25,554
Investment income (note 4)	30,960	20,654
Part-time salary recovery from N.E.E.A.	11,328	10,944
	223,316	209,067
Expense		
Audit and accounting	1,950	1,900
Consulting	84,529	72,415
Furniture and computer equipment (note 2a)	395	1,266
Insurance - office, directors and officers	2,438	2,212
Meetings including post-bargaining seminar & strategic planning session	5,427	6,421
Memberships	5,450	5,450
Office, equipment rental, stationery and other	5,396	8,873
Office rent and utilities	52,189	47,481
Promotion	2,856	3,299
Salaries and employee benefits	26,187	27,039
Telephone	4,044	3,409
Travel and conferences	3,232	6,841
Website and internet	418	504
	194,511	187,110
Net revenue (expense) for the year	28,805	21,957
Unrestricted Net assets, beginning of year	498,496	491,539
Transfer to Board Restricted Net Assets (note 5)	—	(15,000)
Unrestricted Net assets, end of year	\$ 527,301	\$ 498,496

See accompanying notes to financial statements.

Construction Employers Coordinating Council of Ontario

Statement of Cash Flows

Year Ended December 31, 2020

	2020	2019
Cash provided by (used in):		
Operating activities		
Net revenue (expense) for the year	\$ 28,805	\$ 21,957
Net change in non-cash working capital balances related to operations		
Accounts receivable	502	(5,307)
Prepaid expenses	—	—
Accounts payable and accrued liabilities	105	900
Amounts payable in respect of government remittances	7,485	6,285
Deferred revenue	(235)	(3,984)
	36,662	19,851
Investing activities		
Investment income retained to purchase investments	(30,960)	(20,654)
Transfer to investment account	—	—
	(30,960)	(20,654)
Financing activities		
None	—	—
Increase (decrease) in cash during the year	5,702	(803)
Cash, beginning of year	51,544	52,347
Cash, end of year	\$ 57,246	\$ 51,544

See accompanying notes to financial statements.

Construction Employers Coordinating Council of Ontario

Notes to Financial Statements

December 31, 2020

1. Purpose of the organization

The purpose of the Council is to engage in appropriate activities as required to promote sound labour relations in the construction industry in the Province of Ontario. The Council is unincorporated and is exempt from income tax under the Income Tax Act.

2. Significant accounting policies

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook and include the following significant accounting policies.

(a) Capital assets

The Council follows the policy of expensing the cost of capital assets in the year of acquisition. Capital asset expenditures consisting of office furniture and office renovation in 2020 were \$ (2019 - \$1,266)

(b) Financial instrument measurement

The Council initially measures financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost except for investments that are quoted in an active market which are measured at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and amounts payable in respect of government remittances.

The Council's financial assets measured at fair value include Canadian bonds.

(c) Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Members' assessments which are billed on an annual basis are accounted for in the year in which they relate.

Investment income includes interest income, realized investment gains and losses on the sale of investments and unrealized gains and losses on investments measured at fair value.

All other revenue and expenses are recorded on the accrual basis.

Construction Employers Coordinating Council of Ontario

Notes to Financial Statements

December 31, 2020

3. Lease commitments

The Council has entered into a new lease agreement for office premises that commences on April 1, 2021 and expires on March 31, 2024. The lease agreement also requires the Council to pay taxes and operating costs.

The total minimum lease payments required over the next 5 years is as follows:

2021	\$11,557
2022	\$7,420
2023	\$7,420
2024	\$1,855

4. Investments and Investment Income

Investments consist of the following:

Face value		Fair value	Cost
\$130,170	Province of Nova Scotia, due Dec. 2, 2022, 1.62%	\$ 128,398	\$ 117,999
\$180,172	TD Bank, due April 22, 2025, 1.26%	169,335	170,180
\$146,600	Telus Comm (AGT Ltd.), due Sept. 22, 2025, 2.33%	136,508	127,424
\$59,279	Brookfield Asset Management, due January 28, 2026, 2.14%	54,192	52,312
		\$ 488,433	\$ 467,915

Investment income consists of the following:

	2020	2019
Unrealized gain (loss) in fair value of investments	\$ 19,313	\$ 10,913
Interest income	11,647	9,741
	\$ 30,960	\$ 20,654

Construction Employers Coordinating Council of Ontario

Notes to Financial Statements

December 31, 2020

5. Financial instruments

The Council is exposed to various risks through its financial instruments.

Credit Risk

The Council is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligations. The Council is subject to credit risk with respect to its accounts receivables and investments. This Board feels that this risk is low due to the fact that the receivables relate mainly to members' assessments and that the investments are purchased within the conditions of the Council's conservative investment policy.

Interest Rate Risk

The Council is exposed to interest rate risk arising from the possibility that changes in interest rates will affect the value of its investments. This risk is mitigated by holding investments that are purchased within the conditions of the Council's conservative investment policy.

5. Board Restricted Fund

During the year the Board approved a transfer of \$nil (2019- \$15,000) to a board restricted reserve fund to be used for government relations.



2020 Comparison Budget to Actual

	Actual	Actual	Budget	Variance
	2019	2020	2020	Actual - Budget
REVENUES				
Assessments	\$ 151,915	\$ 153,774	\$ 153,366	\$ 408
Rent Recovery (NEEA)	\$ 25,554	\$ 27,254	\$ 24,876	\$ 2,378
Interest	\$ 20,654	\$ 30,960	\$ 1,000	\$ 29,960
Part-Time Salary Recovery (NEEA)	\$ 10,944	\$ 11,328	\$ 12,550	-\$ 1,222
Other Income (NEEA)			\$ 2,205	
Sponsorship				
TOTAL REVENUES	\$ 209,067	\$ 223,316	\$ 193,997	\$ 29,319
EXPENDITURES				
Audit	\$ 1,900	\$ 1,950	\$ 1,900	\$ 50
Consulting / Speakers	\$ 72,415	\$ 84,529	\$ 73,604	\$ 10,925
Fire & Officer & Director Liability Ins.	\$ 2,212	\$ 2,438	\$ 2,300	\$ 138
Furniture & Computer Equip	\$ 1,266	\$ 395	\$ -	\$ 395
Legal			\$ 1,000	-\$ 1,000
Meetings	\$ 6,421	\$ 5,427	\$ 4,732	\$ 695
Memberships	\$ 5,450	\$ 5,450	\$ 5,450	\$ -
Office Equipment Rental, Stationary & Other	\$ 8,873	\$ 5,396	\$ 7,700	-\$ 2,304
Office Rent, Utilities, Misc repairs	\$ 47,481	\$ 52,189	\$ 49,751	\$ 2,438
Government Relations / Marketing	\$ 3,299	\$ 2,856	\$ 15,000	-\$ 12,144
Salaries & Employee Benefits	\$ 27,039	\$ 26,187	\$ 25,099	\$ 1,088
Telephone	\$ 3,409	\$ 4,044	\$ 3,254	\$ 790
Travel & Conferences	\$ 6,841	\$ 3,232	\$ 4,500	-\$ 1,268
Website & Internet	\$ 504	\$ 418	\$ -	\$ 418
Total General	\$ 187,110	\$ 194,511	\$ 194,290	\$ 221
Net Revenue (Expense)	\$ 21,957	\$ 28,805	-\$ 293	\$ 29,098



Budget 2021

	Actual	Budget	Anticipated	Budget	Variances
	2019	2020	2020	2021	Bud 20-21
REVENUES					
Assessments	\$ 209,625	\$ 153,292	\$ 153,292	\$ 119,106	-\$ 34,186
Affiliate Member Dues		\$ -		\$ 21,000	\$ 21,000
Rent Recovery (NEEA)	\$ 23,349	\$ 24,876	\$ 25,605	\$ 25,946	\$ 1,070
Interest		\$ 1,000	\$ 2,600	\$ 2,600	\$ 1,600
Part-Time Salary Recovery (NEEA)	\$ 10,488	\$ 12,550	\$ 11,237	\$ 10,689	-\$ 1,861
Other Income (NEEA)	\$ 2,205	\$ 2,205	\$ 2,206	\$ 2,200	-\$ 5
TOTAL REVENUES	\$ 245,667	\$ 193,923	\$ 194,940	\$ 181,541	-\$ 13,400
EXPENDITURES					
Audit	\$ 1,900	\$ 1,900	\$ 1,950	\$ 2,000	\$ 100
Consulting / Speakers	\$ 70,200	\$ 73,604	\$ 71,604	\$ 71,604	-\$ 2,000
Fire & Officer & Director Liability Ins.	\$ 2,212	\$ 2,300	\$ 2,438	\$ 2,500	\$ 200
Legal		\$ 1,000	\$ 1,000	\$ 1,000	\$ -
Meetings	\$ 6,421	\$ 4,732	\$ 14,200	\$ 1,332	-\$ 3,400
Memberships	\$ 5,450	\$ 5,450	\$ 5,450	\$ 5,450	\$ -
Office Equipment Rental, Stationary & Other	\$ 8,228	\$ 7,700	\$ 6,500	\$ 7,000	-\$ 700
Office Rent, Utilities, Misc repairs	\$ 62,870	\$ 49,751	\$ 51,210	\$ 52,619	\$ 2,868
Government Relations	\$ 3,299	\$ 15,000	\$ 4,500	\$ 5,400	-\$ 9,600
Marketing				\$ 3,000	\$ 3,000
Salaries & Employee Benefits	\$ 16,855	\$ 25,099	\$ 21,000	\$ 21,378	-\$ 3,721
Telephone	\$ 2,214	\$ 3,254	\$ 3,200	\$ 3,758	\$ 504
Travel & Conferences	\$ 6,841	\$ 4,500	\$ 3,500	\$ 4,500	\$ -
Total General	\$ 186,490	\$ 194,290	\$ 186,552	\$ 181,541	-\$ 12,749
Net Revenue (Expense)	\$ 59,177	-\$ 367	\$ 8,388	-\$ 0	

Note! Costs of Professional Development Sessions 2 & 3 will be covered by December 31, 2020 revenue on hand.

CECCO MEMBERSHIP DUES
Labour Participation In I.C.I Sector Based On OCS Annual Reports
5 Year Average 2014 - 2018

14

August

EBA's		Trade	57,840,475	2021 Budget	2020
	Hours	Hours	Total Member Hrs.	\$ 181,541	Assessment
		5 Yr. Average	% of Budget	Base	
		Members		\$ 89,128	
Boilermakers		1,420,020	0.025	\$ 2,188	\$ 2,078
Bricklayers		1,656,240	0.029	\$ 2,552	\$ 3,126
Carpenters		15,004,120	0.259	\$ 23,120	\$ 24,006
Cememt Masons		100,980	0.002	\$ 1,500	\$ 1,500
Demolition		2,376,300	0.041	\$ 3,662	\$ 3,001
Electrical		-	0.000	\$ 23,120	\$ 24,006
Elevator		310,000	0.005	\$ 1,500	\$ 1,500
Glaziers		1,576,720	0.027	\$ 2,430	\$ 2,580
Insulators		-			
Ironworker		4,514,380	0.078	\$ 6,956	\$ 7,416
Labourer		7,703,000	0.133	\$ 11,870	\$ 12,851
Mechanical		10,363,280	0.179	\$ 15,969	\$ 17,345
Millwright		-			
Operating Engineers		3,856,240	0.067	\$ 5,942	\$ 6,475
Painters OPCA		1,328,620	0.023	\$ 2,047	\$ 2,194
Painter/Tapers?		1,594,955	0.028	\$ 2,458	\$ -
Plasters		226,160	0.004	\$ 1,500	\$ 1,500
Precast		411,580	0.007	\$ 1,500	\$ 1,500
Refrigeration & AC		628,900	0.011	\$ 1,500	\$ 1,500
Rodmen		1,555,760	0.027	\$ 2,397	\$ 2,933
Roofers		2,526,820	0.044	\$ 3,894	\$ 4,107
Sprinkler Fitters		-			
Sheet Metal		-		\$ -	
Steeplejacks		-			
Teamsters		40,000	0.001	\$ 1,500	\$ 1,500
Terrazzo Tile		646,360	0.011	\$ 1,500	\$ 1,500
Total Members		57,840,435	1.000	\$ 119,105	\$ 122,618
Heavy Construction	\$ 2,000			\$ 2,000	
Industrial Contractors	\$ 2,000			\$ 2,000	
Pipe Line	\$ 2,000			\$ 2,000	
Rescon	\$ 2,000			\$ 2,000	
Roads	\$ 2,000			\$ 2,000	
Sewer & Watermain	\$ 2,000			\$ 2,000	
EPSCA	\$ 5,000			\$ 5,000	
Utility Contractors	\$ 2,000			\$ 2,000	
Formwork	\$ 2,000			\$ 2,000	
Affiliate Total				\$ 21,000	
Total				\$ 140,105	

As per resolution passed at Annual Meeting held on March 29, 2018

- 1 Use format as suggested based on the 5 year agearge of OCS employer reported m/hrs 2015 - 2019
- 2 Minimun dues for any EBA \$1,500 per year
- 3 Affiliate member dues \$2,000 per year

Official EBA Representatives & Alternates

2021

EBA	Official	Alternate
Members	Rep	Rep
Boilermakers	Marty Albright	Sara Scott
Bricklayer	David Stubbs	
Carpenter	Jim Vlahos	Tony Fanelli
Cement Masons	Geoff Kinney	
Demolition	Margaret Taylor	
Electrical	Jodi Travers	Graeme Aitken
Elevator	Andy Reistetter	
Glaziers	Noel Marsella	
Ironworkers	Jack Mesley	
Labourers	Chris Robinson	T. Fanelli
Mechanical	Tom Lachance	Steve Coleman
Operating Engineers	Jim Vlahos	T. Fanelli
Painters	Andrew Sefton	
Plasterers	Tony Fanelli	
Precast	Tony Bombini	
Refrigeration	Mike Verge	Paul Wrigley
Roofers	Don Marks	Mark Agius
Rodman	Jeffrey Murray	T. Fanelli
Teamsters	Andy Pilat	
Terrazo & Tile	David St. Louis	

DRAFT

BY - LAWS

Revised June 2017

1.0 NAME:

Construction Employers Coordinating Council of Ontario hereinafter called CECCO.

2.0 HEAD OFFICE:

Shall be located in the Province of Ontario at a place to be determined from time to time by the Council.

3.0 PURPOSE:

CECCO was established with its primary purpose being the coordination of collective bargaining on behalf of designated Employer Bargaining Agencies (EBAs) responsible for the negotiation of province wide single trade agreements , applicable to the Industrial, Commercial and Institutional (ICI) sector of the Ontario construction industry.

CECCO shall serve as a common voice for unionized I.C.I. construction contractors across the Province of Ontario.

CECCO shall not acquire any bargaining rights nor exercise any authority or veto powers over Employer Bargaining Agencies.

4.0 MEMBERSHIP:

4.1 MEMBERS:

Membership in CECCO shall be comprised of designated Employer Bargaining Agencies, which have met the conditions set out hereunder. Each member Employer Bargaining Agency shall be entitled to only one vote if current in dues and assessments.

4.2 AFFILIATE MEMBERS:

Annual Affiliate Membership in CECCO may be offered to Associations, excluding designated Employer Bargaining Agencies , which have construction collective bargaining relationships with Building Trades Unions. Affiliate members shall be admitted on such terms and conditions as the CECCO members may decide but shall not be entitled to vote on matters before the Council.

5.0 MEMBERSHIP REQUIREMENTS:

The Council shall admit to membership all Employer Bargaining Agencies, which comply with the following:

- be designated in accordance with the Ontario Labour Relations Act
- be committed to support the purpose of CECCO as set out herein and as it may be amended from time to time
- undertake to pay such dues and assessments as established, from time to time, by the Council and authorized by the member to the end of the fiscal year in which application for membership is made and for each subsequent fiscal year subject to 10.3 below
- undertake to be represented at all Council meetings
- complete a Council Membership Application Form, which shall be signed by duly authorized representative (s) of the Employer Bargaining Agency.

CECCO shall not prevent any applicant who has complied with the above from becoming a member.

6.0 RESIGNATIONS:

Any member may withdraw from membership by filing his resignation in writing with the Executive Committee, if it is accompanied with his payment for the remainder of the term for which a financial commitment has been made.

7.0 COUNCIL:

7.1 FORMATION:

There shall be a Council comprised of one official representative from each Member Employer Bargaining Agency.

The official representative and an authorized alternate shall be named and/or confirmed annually by the Employer Bargaining Agency. In a bargaining year each member Employer Bargaining Agency shall name a representative who will be responsible for communication with CECCO in all matters related to the bargaining process.

If both the official Employer Bargaining Agency representative and the authorized alternate are unable to attend any council meeting an Employer Bargaining Agency may designate some other representative to attend and vote on its behalf. However, the CECCO Executive Director must be informed of this representative's name prior to the meeting.

7.2 CHAIRMAN AND VICE-CHAIRMAN:

The Council shall appoint a Council Chairman and Council Vice-Chairman at the annual meeting of the Council held in 2003 and every third annual meeting hereafter.

The persons so appointed shall be actively involved in the Construction Industry as an:

- *Owner, partner, or official of a company whose bargaining rights are vested with one or more of the CECCO constituent EBAs*
Or
- *Official Representative to CECCO for one or more of the CECCO constituent EBAs*
Or
- *Consultant or Advisor to a company whose bargaining rights are vested with one or more of the CECCO constituent Employer Bargaining Agencies.*

7.3 MEETINGS:

The Council may appoint a day in the month for regular meetings. Regular meetings may be rescheduled at the pleasure of the Council.

Meetings shall be held more frequently during negotiation periods and Special Meetings shall be held at the call of the Chair. The only persons entitled to attend meetings of the Council shall be the Chairman, Vice-Chairman, immediate Past Chairman, the Employer Bargaining Agencies' official representative and authorized alternate, Affiliate Members, the Executive Director and the Executive Assistant. Other persons may attend at the invitation of the Executive Committee or Council.

The Executive Director, Affiliate Members, staff members or invited attendees shall not be entitled to vote at Council meetings.

There shall be an Annual Meeting of the Council that shall be held not later than 90 days after the end of the fiscal year. At the Annual Meeting, the Employer Bargaining Agencies shall consider the financial statements for year just concluded the budget for the ensuing year, the financial status of CECCO and set the fair share assessments for the ensuing fiscal year.

7.4 QUORUM:

Two-thirds of official representatives or alternates present in person shall constitute a quorum for transaction of business at all Council meetings.

7.5 VOTING AND DECISIONS:

Matters discussed at meetings of the Council shall be categorized as follows:

a) ADMINISTRATIVE AND GENERAL

Decisions on Administrative and General matters shall require a simple majority of those present and recording a position on the matter.

b) BARGAINING STRATEGY

Matters in this category must have been referred to the Council by the Executive Negotiations Committee. Decisions on such matters shall be reached by consensus of those present at the Council meeting.

A consensus will be reached only when all official Representatives or Alternates present and recording a position on the matter do so in the affirmative.

A dissenting vote will result in the matter being immediately tabled and referred back to the Executive Negotiations Committee for further review. Should the Executive Negotiations Committee decide to return the issue to the Council, for further consideration, an affirmative decision will require eighty percent (80%) of official Representatives or Alternates present and recording a position on the matter, to vote in favour of the issue.

c) REPRESENTATIONS

Matters in this category will require eighty percent (80%) of official Representatives or Alternates, present and recording a position on the matter, to vote in the favour of the representation. However, the representation when made, must show those individual Employer Bargaining Agencies who support the representation and Employer Bargaining Agencies opposing the representation, acknowledging that those Employer Bargaining Agencies opposed may make representations on their own behalf.

An abstention will not be taken as a dissenting vote.

8.0 EXECUTIVE COMMITTEE:

8.1 COMPOSITION:

The Executive Committee shall be responsible to the Council and shall be comprised of the Chairman, Vice-Chairman, of the Council, four members of the Council who shall be official representative of member Employer Bargaining Agencies and the Executive Director. The four Employer Bargaining Agency Executive Committee members shall be representative of groupings of Employer Bargaining Agencies as determined from time to time by the Council. Each year, on a rotational basis, a member of one of the groups shall retire and that group shall appoint another member to represent their group.

In the event that any group, for whatever reason, is unable to appoint a representative to the Executive Committee, the Executive Committee shall appoint a representative from any of the remaining groups. For rotational purposes such appointed representative shall be considered to be from the group unable to appoint a representative.

8.2 EX-OFFICIO MEMBER:

There shall be one ex-officio member of the Executive Committee representing the Electrical Power Sector Construction Association.

8.3 MANDATE:

The Executive Committee shall provide leadership to the Council, prepare proposals for consideration by the Council, handle all financial matters within approved budgets and implement policy and conduct business as directed by the Council.

9.0 OTHER COMMITTEES:

9.1 SPECIAL COMMITTEES:

The Council may appoint special committees as circumstances and occasion dictates.

9.2 INDUSTRY COMMITTEES

In matters of common concern or mutual interest, with the object of bringing broader support and representation to the issue, the Council may approve the participation of CECCO in joint Industry Committees, involving but not limited to, the Council of Ontario Construction Associations (COCA), the Ontario Construction Secretariat (OCS), and the Provincial Building and Construction Trades Council.

10.0 FINANCES

10.1 OPERATIONS:

CECCO shall be a non-profit organization operated without any pecuniary gain to its members. Any and all funds received by CECCO shall be used in promoting the purpose of CECCO.

10.2 FISCAL YEAR:

Until otherwise ordered by the Council, the financial year of CECCO shall end on the last day of December in each year.

10.3 DUES AND ASSESSMENTS:

The Council may levy annual dues to be assessed monthly to the member Employer Bargaining Agencies on the basis of their total labour participation in the I.C.I. sector in the Province of Ontario with a minimum assessment of \$1,500 yearly. On approval of the Annual Assessment Schedules each member Employer Bargaining Agency is liable for payment for the fiscal year in accordance with the approved assessment schedule. The basis of assessment may be reviewed annually prior to the end of the fiscal year.

The Council may also from time to time authorize special lump sum assessments to individual Employer Bargaining Agencies on the same basis as above.

10.4 BUDGET:

Any increase in the annual budget of CECCO that exceeds the CPI increment over the previous year as reported by Statistics Canada must be approved by an eighty-percent majority of the Employer Bargaining Agencies present.

10.5 SIGNING AUTHORITY:

All cheques require two (2) signatures as follows:

- One designated staff person and one designated Executive Committee member
- Or
- Two designated Executive Committee members

11.0 INDEMNITY:

Notwithstanding this by-law , all members of the Council and their heirs, executors and administrators , and estate and effects , respectively , shall from time to time and at all times be indemnified and saved harmless out of the funds of CECCO , from and against:

- a) All costs, charges and expenses whatsoever which such Council member sustains or incurs in or about any action , suit or proceeding which is brought, commenced or prosecuted against him, for or in respect of any act , deed , matter or thing whatsoever , made done or permitted by him, in or about the execution of the duties of this office ; and
- b) All other costs, charges, and expenses which he sustains or incurs in or about, or in relation to the affairs thereof, except such costs, charges, or expenses as are occasioned by his own willful act, default or neglect.

12.0 EXECUTIVE DIRECTOR:

12.1 APPOINTMENT:

The Executive Committee shall appoint an Executive Director of CECCO who shall report to the Executive Committee.

12.2 DUTIES:

The Executive Director shall carry out such reasonable duties commensurate with that position in connection with the affairs of CECCO or as the Council shall designate from time to time.

12.3 VOTING:

The Executive Director shall not be entitled to vote on matters before the Council, the Executive Committee or the Executive Negotiations Committee.

13.0 NOTICES:

Notice for Annual Meeting and for any other meetings, excluding labour relations matters, shall be given in writing by facsimile , e-mail or prepaid ordinary post to the Official Representative and authorized alternate of each member Employer Bargaining Agency not less than 14 (fourteen) calendar days before, and not including, the day set for the meeting.

14.0 AMENDMENT OF BY-LAWS:

The By-Laws of CECCO may be amended, repealed, or enacted at a special or annual meeting by an eighty-percent majority of member Employer Bargaining Agencies present. Such amendment, repeal or enactment shall be effective as of the date immediately following the date it is passed by the decision of the Council.

15.0 COMPLIANCE WITH BY-LAWS:

Each member shall abide by the By-Laws or any changes hereto.

16.0 COMING INTO FORCE:

The By-Laws shall take effect on June 14, 2002.