



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

FOURTH QUARTER COUNCIL MEETING April 8, 2021

VIRTUAL MEETING
Join Zoom Meeting
<https://us02web.zoom.us/j/84032522304>

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CECCO

COUNCIL MEETING MINUTES

Thursday, December 16, 2020 – 8:30 A.M. TO 9:30 A.M.
ZOOM MEETING

MEETING ATTENDANCE:

PRESENT

CHAIRMAN
EXECUTIVE DIRECTOR

DAN LANCIA
WAYNE PETERSON

ABSENT

CECCO MEMBERS:

BOILERMAKERS
BRICKLAYER
CARPENTERS
CEMENT MASONS
GLAZIERS
DEMOLITION
ELECTRICAL
ELECTRICAL
IRONWORKERS
LABOURERS
OPERATING ENGINEERS
PAINTERS
PLASTERERS
REFRIGERATION
RODMEN
ROOFERS
TEAMSTERS
TERRAZZO, TILE

LESLIE MULLALY
DAVID STUBBS
JIM VLAHOS
ANDREW KINNEY
NOEL MARSELLA
MARGARET TAYLOR
JODI TRAVERS
GRAEME AITKEN
JACK MESLEY
CHRIS ROBINSON
JIM VLAHOS
ANDREW SEFTON
TONY FANELLI
MIKE VERGE
TONY FANELLI (Alternate)
DON MARKS
TONY FANELLI (Proxy)
DAVID ST. LOUIS

ELEVATOR
MECHANICAL
PRECAST
ANDY REISTETTER
STEVE COLEMAN
TONY BOMBINI

AFFILIATE MEMBERS:

INDUSTRIAL
PIPELINE
SEWER AND WATERMAIN
UTILITIES

JASON CAMPBELL
WAYNE HODGINS
DENNIS CANCIAN
SIMON CLARKE

CECCO OTHERS:

ACOUSTICAL
ISCA

PAUL GUNNING
JEFF KOLLER

1. QUORUM

The Chair advised that we have a quorum and the meeting was called to order at 8:35 a.m.

2. MINUTES

The Council Meeting Minutes from September 17, 2020 were reviewed and on a motion duly moved by Tony Fanelli and seconded by Mike Verge approved them as presented.

The Executive Committee Meeting Minutes from December 9, 2020 were included for information purposes only.

3. FINANCES

Statement of Revenue and Expenditures

The Statement of Revenue and Expenditures for October 31, 2020 was perused and found to be in good standing.

Investment Statement

The Investment Statement dated October 31, 2020 was reviewed. It was noted that the market value of our portfolio is \$481,929 and displays a \$17,426 positive variance from December 31, 2019. It was again noted, that all our investment are bonds and if held would pay their purchase value plus the defined interest. It was also noted that the Province of Manitoba was cashed in and reinvested with the Province of Nova Scotia investment.

Our cash position as of October 31, 2020 is \$ 73, 857.

A motion duly moved and seconded, approved these reports as presented.

Budget 2021

A draft copy of the 2021 budget was reviewed. In discussion the secretary advised that the cost of the 2021 seminar series have now been included in the budget.

Based on the draft of the budget a schedule of the membership dues for 2021 was perused. It was noted that for most of the EBA's there was a slight reduction in the dues. The attendees were advised that January 2021 billing would be based on this schedule.

4. 2021 MEETINGS

2021 Calendar included in this meeting package for review and information only. It was suggested to organize future meetings to coincide with other groups meetings held on the same day for ease of scheduling.

5. LEGISLATION/ GOVERNMENT RELATIONS

It was discussed that MOL Construction Advisory Panel has not met as of yet. Stakeholder relations advised that there is a possibility of Spring 2021 meeting due to the pandemic situation. We will advise membership once a date has been set and determine if we can support positions put forward by our members.

Included in the meeting package are Notes from a Virtual Meeting with Minister McNaughton held with the Executive Committee on November 12, 2020 which included various topics such as negotiations, work stoppages, hours worked, parental leave and mobility.

6. 2022 NEGOTIATION COORDINATION PLANNING

There was a discussion about the November 25th virtual meeting. A suggestion was made for members to send their recommendations to be incorporated into the planning process.

7. NEGOTIATION TRAINING

Negotiation Education Session 1 surveys were sent back with an overall positive feedback. However, more surveys are encouraged to be sent in.

It was discussed that for the next 2 or 3 sessions of Negotiation Training the topics to be included would be Bargaining Preparation, Management Simulation and are recommended to be structured as two day sessions.

8. ONTARIO CONSTRUCTION SECRETARIAT (OCS)

Safety Study Update

Included in this meeting package is an updated Union Safety Effect Study for information purposes only. It was mentioned that the new report will be released at the OCS virtual annual meeting and public on January 11th, 2021.

Labour Relations Course

The Council was appraised on the progress of the Labour Relations Course being developed by Reg Pearson. It was mentioned that the first course is still scheduled for Fall 2021. The course outline, Trainor to Trainor will be available for review.

Demographics, Diversity & Investment in Training Study is tied in with the university. In addition, Apprenticeship Longitudinal Study at Carlton University was conducted by tracking apprentices with the overall conclusion that government participation will be required.

It was recommended to visit the OCS website for registration.

Collective Agreement Data Base

2019 Collective Agreements (except Elevators) are available on the OCS website.

9. SOCIAL MEDIA

Dispatch Newsletter December 2020 articles are included in this meeting package for information purposes only.

10. NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE (NCLRA)

Included in this meeting package are the Minutes from the NCLRA Meeting November 19, 2020 held in Toronto for information purposes only.

The NCLRA convention is to be held in Las Vegas in the Fall 2022.

11. OTHER BUSINESS

- Ontario Labour Relations Board Information Bulletin No. 37 is included in the meeting package for information purposes only.
- Meeting with Ontario Building Trades letter included in the meeting package for information purposes only.
- Building Trades 2020 Convention Resolutions Report is included in the meeting package for information purposes only.
- COCA Submission to the Sherrard Skilled Trades Panel Report is included in the meeting package for information purposes only.

A lengthy discussion ensued about COCA involvement and it's consensus to support the Sherrard Skilled Trades Panel. It was also mentioned that COCA already has direction and is a great sponsor as they understand the forum and they push government to keep them in the loop.

It was suggested sending out a letter to Sherrard requesting all the submissions and they will then copy all members with this information. It was also suggested that someone is needed to champion the process regarding the apprenticeship system.

➤ **Potential Work Stoppage – EPSCA Labourers**

It was discussed that the following items could affect 2022 Negotiations:

- Potential of a January Strike date
- 3% wage increase per year until 2025
- Pensions to be based on Hours Earned not Hours Worked

A lengthy discussion ensued on providing articles on double breasting legally. ECAO will share the presentation to EBA's regarding this topic. Ellis Don is working on changing Bill 74, Fairness and Competitiveness in Ontario's Construction Industry Act, 2013 and it was also mentioned that there is a private members bill from M.McNaughton. Construction Labour Relations West can provide information as well.

12. NEXT MEETING

- Executive TBD
- Council Meeting March 2021

13. ADJOURNMENT

The meeting was adjourned at 9:49 a.m.



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

EXECUTIVE COMMITTEE MEETING MINUTES

Thursday, March 11, 2021- 9:00 a.m.
Zoom Virtual Meeting

MEETING ATTENDANCE

Present

Dan Lancia
Don Marks
Mike Verge

Tom Lachance
Tony Fanelli
Andy Pilat

Absent

Alex Lolua

Wayne Peterson

1. **MINUTES**

- The Executive Committee minutes of the December 9, 2020 on a motion duly moved and seconded were approved as presented.
- The Council Minutes of December 16, 2020 were reviewed.

2. **FINANCE**

- **Revenue & Expense**

The Statement of Revenue and Expense dated February 28, 2021 reviewed.

- **Investment Statement**

The Investment Statement dated February 28, 2021 was reviewed. It was noted that the market value of our portfolio displays a \$2489 positive variance from December 31, 2020.

- **Aging Report**

The account receivables aging summary dated February 28, 2021 was perused and found to be in order.

- **Budget 2021**

A draft of the 2021 budget that was presented to the Council meeting in September was again confirmed.

- **2021 Dues**

The CECCO annually dues summary based on the 2021 budget was reviewed. The secretary advised that the members are being billed on these figures.

3. EXECUTIVE DIRECT ACTIVITY REPORT

The Executive Director's activity report was perused without comment.

4. DRAFT 2021 CALENDAR

A draft 2021 meeting calendar was again perused. It was noted that zoom virtual meeting calendar invitations had been sent out for the April, June, and September meetings. The secretary was instructed to send out zoom calendar invitations for the upcoming Executive Committee meetings.

5. LEGISLATION / GOVERNMENT RELATIONS

- **Meeting with Minister McNaughton**

The committee reviewed the January 27, 2021 notes of their meeting in preparation for their February 1, 2021 virtual meeting with Minister McNaughton.

The notes of the February 1, 2021 meeting with the Minister were discussed.

- **Construction Advisory Panel**

The secretary advised that the MOL Construction Advisory Panel met on March 4, 2021. He advised that the MOL advised the panel on COVID-19 rapid testing, their efforts in addressing the skill shortage to date and construction as a key driver of economic recovery.

6. ONTARIO PROVINCIAL BUILDING TRADES UNIONS

The secretary advised that there have been discussions with Pat Dillon and Robert Bronk regarding investigating a study of Project Agreements outside the industrial section of I.C.I. This will be further discussed at the OCS board of Directors. He also advised that there had been a discussion relating to the extension of the current collective agreements.

It was noted that the Building Trade executive has agreed to a meeting with a subcommittee of the two executive committees to discuss issues of common concern. The secretary advised that a meeting was scheduled for later today with Pat Dillon to discuss agenda items, meeting personnel and available dates. The Committee suggested the following possible agenda items:

- We are not competitive in certain segments of the industry
- The handling of grievances & jurisdictional disputes
- Mobility
- Specific Government I.C.I. Construction Advisory Board

7. ONTARIO CONSTRUCTION SECRETARIAT (OCS)

- **The State of the Industry & Outlook Conference (SIOC)**

The SIOC was discussed with all agreeing it was an exceptional conference.

- **Safety Study Update:**

The Union Safety Effect was once more discussed with the panel being advised of the promotional program being undertaken by the OCS relating to the study. The Toronto Star article was perused.

8. **NATIONAL CONSTRUCTION LABOUR RELATIONS Alliance (NCLRA)**

The draft minutes of the OCUC February 3, 2021 meeting were perused. It was noted that the NCLRA is working to develop a working relationship with the Canadian Building Trades Unions and it appears that a joint working committee is in development.

9. **ONTARIO CONSTRUCTION USERS COUNCIL (OCUC)**

The agenda for the OCUC February 19, 2021 meeting was perused. The Committee also reviewed the OCUC 2021 Board of Directors without comment. It was noted that few owners are now members of the OCUC.

10. **PROFESSIONAL DEVELOPMENT - NEGOTIATION EDUCATION**

The Committee was advised that the second session of our professional development, negotiation training is scheduled for two half day sessions April 21 and 22. The secretary advised that the registration form would be out shortly once the final agenda had been set with Forrest Inc.

11. **NEGOTIATION COORDINATION**

The notes of the 2022 Negotiation Coordination Committee held on January 25, 2021 were reviewed. The Committee was reminded of the next scheduled general informal coordination meeting is scheduled for March 23, 2021 from 9:00 – 10:30 am.

12. **ANNUAL MEETING APRIL 8, 2021**

The Committee reviewed the following items related to the upcoming annual meeting:

- Agenda 41st Annual Meeting
- Draft minutes of the June 25, 2020 meeting with no comments being made
- Auditors report which was found to be in order
- 2021 Budget as presented for information at the September & December council meetings
- 2021 Membership dues as presented for information at the September & December council meetings
- By-laws with no revisions being suggested
- Executive Committee personnel
- EBA representatives

13. **OTHER BUSINESS**

- The Committee was updated on the progress of the office relocation, a review of the relocation notice and a discussion relating to office staffing.
- The February 21, 2021 Helmets to Hard Hats report was perused.
- A draft content of the next edition of Dispatch was discussed.
- The Committee perused the ECAO missive to Ministers Sarkaria and McNaughton relating to the need for vaccinations of construction workers.

14. **ADJOURNMENT**

The meeting adjourned at 10:28 am

STATEMENT OF REVENUE AND EXPENDITURES

JANUARY 1, 2021 - FEBRUARY 28, 2021

	Year	Projected	Projected	Annual	Actual
	To Date	To Complete	TOTAL	Budget	2020
	2021	2021	(12 mos)		
REVENUES					
Assessments	\$ 73,121	\$ 45,985	\$ 119,106	\$ 119,106	\$ 153,292
Affiliate Member Dues		\$ 21,000	\$ 21,000	\$ 21,000	\$ -
Rent Recovery (NEEA)	\$ 5,837	\$ 20,109	\$ 25,946	\$ 25,946	\$ 25,605
Interest	\$ -	\$ 2,600	\$ 2,600	\$ 2,600	\$ 2,600
Part-Time Salary Recovery (NEEA)	\$ 1,824	\$ 8,865	\$ 10,689	\$ 10,689	\$ 11,237
Other Income (NEEA)	\$ 368	\$ 1,832	\$ 2,205	\$ 2,200	\$ 2,206
Sponsorship	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUES	\$ 81,150	\$ 98,559	\$ 179,341	\$ 181,541	\$ 194,940
EXPENDITURES					
General					
Audit	\$ -	\$ 2,000	\$ 1,950	\$ 2,000	\$ 1,950
Consulting	\$ 11,934	\$ 59,670	\$ 71,604	\$ 71,604	\$ 71,604
Fire & Officer & Director Liability Ins.	\$ 1,291	\$ 1,209	\$ 2,438	\$ 2,500	\$ 2,438
Legal	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Meetings	\$ -	\$ 1,332	\$ 5,427	\$ 1,332	\$ 14,200
Memberships	\$ 5,450	\$ -	\$ 5,450	\$ 5,450	\$ 5,450
Office Equipment Rental, Stationary & Other	\$ 1,614	\$ 5,386	\$ 7,000	\$ 7,000	\$ 6,500
Office Rent & Utilities	\$ 6,965	\$ 45,654	\$ 51,319	\$ 52,619	\$ 51,210
Government Relations	\$ -	\$ 5,400	\$ 4,130	\$ 5,400	\$ 4,500
Marketing	\$ -	\$ 3,000	\$ -	\$ 3,000	\$ -
Salaries & Employee Benefits	\$ 3,424	\$ 17,954	\$ 21,378	\$ 21,378	\$ 21,000
Telephone	\$ 386	\$ 3,372	\$ 3,758	\$ 3,758	\$ 3,200
Travel & Conferences	\$ -	\$ 4,500	\$ 1,965	\$ 4,500	\$ 3,500
		\$ -			
Total General	\$ 31,064	\$ 150,477	\$ 177,419	\$ 181,541	\$ 186,552
Net Revenue (Expense)	\$ 50,086	\$ (51,918)	\$ 1,922	\$ -	\$ 8,388

CECCO Investment Statement				
Investment	Book	Market Value	Market Value	Variance
Fixed Income	Value	31-Dec-20	28-Feb-21	
Cash		\$ 0.42	\$ 0.42	\$ -
				\$ -
Province of Nova Scotia	\$ 117,999	\$ 128,398	\$ 128,227	-\$ 171
				\$ -
RES Toronto Dominion Bank	\$ 170,180	\$ 160,335	\$ 166,194	\$ 5,859
				\$ -
Res Brookfield Asset Management	\$ 52,312	\$ 54,192	\$ 53,605	-\$ 587
				\$ -
Res Telus Comm (AGT LTD)	\$ 127,423	\$ 136,508	\$ 133,896	-\$ 2,612
				\$ -
Total	\$ 467,914	\$ 479,433	\$ 481,922	\$ 2,489

CECCO Calendar 2021

January		February		March	
Date	Function	Date	Function	Date	Function
01-Jan	New Year's Day	15	Family Day	4	OCS State of Industry
				11	CECCO Executive Meeting
				23	Negotiation Coordination Meeting
April		MAY		JUNE	
Date	Function	Date	Function	Date	Function
2	Good Friday	3	Negotiation Coordination Meeting	10	CECCO Executive Meeting
8	CECCO 1/4 Council Meeting				
8	CECCO Annual Meeting	24	Victoria Day	22	CECCO 2/4 Council Meeting
20/21	Negotiation Educ. Session 2				
JULY		AUGUST		SEPTEMBER	
Date	Function	Date	Function	Date	Function
1	Canada Day	2	Civic Holiday	6	Labour Day
		9	Negotiation Coordination Meeting	9	CECCO Executive Meeting
				21	CECCO 3/4 Council Meeting
OCTOBER		NOVEMBER		DECEMBER	
Date	Function	Date	Function	Date	Function
4	Negotiation Coordination Meeting			2	CECCO Executive Meeting
6 & 7	OCS Annual Meeting	TBD	Negotiation Educ. Session 3	6	Negotiation Coordination Meeting
11	Thanksgiving			16	CECCO 4/4 Council Meeting
				25	Christmas
				26	Boxing Day
CECCO Council		CECCO Negotiation Related		OTHER	
CECCO Executive		STAT Holidays			

Construction Advisory Panel meeting

March 4, 2021

Meeting held virtually

Invited attendees

Ontario government and other guests:

Hon. Monte McNaughton, Minister of Labour, Training and Skills Development
Ron Kelusky, Chief Prevention Officer

Panelists:

Wayne Peterson, Construction Employers Coordinating Council of Ontario
Graeme Aitken, Electrical Contractors Association of Ontario
Richard Lyall, Residential Construction Council of Ontario
Tom Howell, EllisDon
Karen Renkema, Progressive Contractors Association of Canada
Sandra Skivksy, Canadian Masonry Centre
Michael Gallardo, Merit Ontario
Patrick Dillon, Provincial Building and Construction Trades Council of Ontario
James Barry, International Brotherhood of Electrical Workers Construction Council of Ontario
Bruno Mandic, International Union of Painters and Allied Trades
James St. John, Central Ontario Building Trades
Bob Gougeon, Sheet Metal Workers Local 285
Joseph Mancinelli, Labourers' International Union of North America (LIUNA)
Merissa Preston, LIUNA Local 506.

Meeting agenda

Time	Topic	Presenter
2-2:10pm	Meeting call to order and opening remarks	Hon. Monte McNaughton
2:10-2:15pm	Introduction of Advisory Panel members	Panelists
2:15-2:25pm	Chief Prevention Officer update • Rapid testing update • New COVID-19 workplace guidance documents • Prevention Strategy update	Ron Kelusky
2:25pm-2:55pm	Addressing the impending skilled trades shortage and steps the Government is taking to modernize the skilled trades and apprenticeship system • Recent labour market information predicting a severe shortage in skilled labour in the construction sector • Walkthrough of recently announced and available apprenticeship-focused programs and supports • Increasing access to Ontario's apprenticeship system and training programs Construction sector as a key driver of economic recovery • Role of major infrastructure projects in spurring post-pandemic growth • Continued support for energy infrastructure projects including Enbridge's Line 5 • Home ownership projections and trends in residential construction • Municipal budgetary constraints and provincial support for relief measures	Open discussion
2:55-3pm	Final remarks and adjournment	Hon. Monte McNaughton

February 1, 2021 Meeting With Minister McNaughton
Pre Meeting Discussion January 27, 2021

NOTES

The Committee reviewed the suggested following discussion points to be raised with the Minister:

1. COVID -19

- Appreciate the Minister's efforts in lobbying the cabinet to keep our industry open.
- How can we assist in the fight to control the pandemic?

2. OCS UNION SAFETY EFFECT

- New independent study updating the Union Safety Effect shows unionized construction sites are 31% safer than non-union or alternate union sites.
- I know the Secretariat would like an opportunity to discuss the report with you.
- We now need to know what leads to unionized sites being safer.

3. Comprehensive Review of the Labour Relation Act

- At our last meeting we mentioned that a comprehensive review of the construction section of the LRA was last addressed with the 1991 George Adams report.
- We discussed how in our opinion the construction section of the Act was dated and somewhat antiquated.
- Advise the Minister of CECCO's survey requesting input as to the government commissioning a comprehensive review of the construction section of the LRA.
- 100% of responses are in agreement that this should be carried out.

4. Expiry of Provincial Agreement

- In the industry there appears to be a consensus that moving to 4 year agreements would assist in increasing stability. We believe the Government would be onboard with this endeavour.
- With 2022 negotiations commencing shortly directly ask if there any appetite on behalf of the Government revise the collective agreement terms to four years prior to the April 30/22 current expiry date.

LRA 162 (3) Every provincial agreement shall provide for the expiry of the agreement on April 30 calculated triennially from April 30, 1992. 1995, c. 1, Sched. A, s. 162 (3).

- In discussion concerns were raised relating to the ability to have meaningful negotiations during the current pandemic.

5. Grievances : Exhaust Collective Agreement Grievance Terms Before Going To OLRB

- Perceived cost reduction to the OLRB with cases settled before going to the OLRB.
- All agreement are required by the LRA section 48 to have language grievance and arbitration language
- **LRA133** (1) Despite the grievance and arbitration provisions in a collective agreement or deemed to be included in a collective agreement under section 48, a party to a collective agreement between an employer or employers' organization and a trade

union or council of trade unions may refer a grievance concerning the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable, to the Board for final and binding determination. 1995, c. 1, Sched. A, s. 133 (1).

- In our opinion removing 133 would reduce the number of cases going before the OLRB. The OLRB could be the last resort instead of the first.

6. Discussion

- We discussed time lines coming with the upcoming to 2022 Provincial election are there any item the Government is trying

Time Permitting Other Items

- **Mobility**
- **Bill 80 (International Control)**
- **Jurisdictional Disputes**

CECCO EXECUTIVE

February 1, 2021 Meeting With Minister McNaughton
9:30 am – 10:00 am

DISCUSSION NOTES**1. COVID-19**

- Appreciate the Minister's efforts in lobbying the cabinet to keep our industry open.
- The Minister offered the best way for our industry to assist in fighting the pandemic is remaining vigilant keeping the sites safe.
- It was also offered that child care coverage would be available for construction workers families shortly.
- It was noted that rapid testing would be available, with forty thousand test to cover two test per week or twenty thousand workers with a supply for approximately five months. The Government is still working on scheduling but it could be within the month. Costs if any for the testing were not discussed. Testing will be a key component in getting the full industry open.

2. Comprehensive Review of the Labour Relation Act

- We reminded the Minister that at our last meeting we mentioned that a comprehensive review of the construction section of the LRA was last addressed with the 1991 George Adams report.
- We discussed how in our opinion the construction section of the Act was dated and somewhat antiquated.
- Advise the Minister of CECCO's survey requesting input as to the government commissioning a comprehensive review of the construction section of the LRA.
- 100% of responses received were in agreement that this should be carried out.
- I believe it was the general consensus that if this moved forward and with the pandemic being front and centre, we would be looking after the next Provincial election in 2022.

3. Expiry of Provincial Agreement

- We discussed the general consensus that moving to 4 year agreements would assist in increasing stability in the industry. The Minister advised that this may occur before the 2022 round of bargaining. We advised the Minister that the EBA labour and management need to know this as soon as possible to work it into their bargaining strategy. *In a post meeting discussion with the Minister's staff due to the pandemic and the last House non election year session coming this fall it is unlikely that the LRA act will be open for revisions.*
- It was also mentioned that with the 2022 negotiations on the horizon there was some concern on behalf of some of the EBAs that negotiating virtually offered some challenges that may not be in the industry's best interest.

4. CLOSING

- We thanked the Minister for his time advising due to the time constraints we were unable to cover our full agenda
- There was agreement that our discussions would continue in our next bimonthly meeting.

**Provincial Building & Construction Trades Council of Ontario
Construction Employers Coordinating Council of Ontario**

**Informal Discussion ZOOM Meeting
April 1, 2021
1:00 – 2:30 pm**

PARTICIPANTS:

CECCO

Dan Lancia
Tony Fanelli
Andy Pilat
Wayne Peterson

OPBT

James Hogarth
Kevin Bryenton
David Gardner
Pat Dillon

AGENDA

- 1. INTRODUCTIONS**
- 2. MEETING INTENT**
- 3. HOW DO WE RAISE THE LEVEL OF CONSULTATION WITH THE GOVERNMENT**
- 4. HAMMERHEAD STYLE PILOT PROJECT**
- 5. GRIEVANCE AND JURISDICTIONAL DISPUTE RESOLUTION MECHANISM**
- 6. ADDICTION & SUICIDE RELATED TO THE CONSTRUCTION INDUSTRY**
- 7. INDUSTRY COMPETATIVE IN ALL SECTORS**
- 8. PROJECT LABOR AGREEMENTS**
- 9. TRADES TRAINING**
- 10. OTHER BUSINESS**
- 11. ADJOURNMENT**

2022 NEGOTIATION COORDINATION COMMITTEE

Monday, January 25, 2021
9:00 am - Zoom Meeting

In Attendance

G. Aitken C. Robinson
S. Coleman J. Travers
D. Lancia J. Vlahos
T. Fanelli

W. Peterson

NOTES

1. MEETING NOTES DECEMBER 17, 2020

- Discussed the notes from the December 17, 2020 meeting with the secretary advising that a bulleting had been sent out requesting responses to two questions:
 - (a) If the Ministry of Labour should conduct an extensive review of the LRA?
It was noted that there were fourteen responses to date all in the affirmative.
 - (b) What revisions would EBA's like to see to the LRA.
The secretary advised that one response had been received to date.

2. AGREEMENT COMPARISON

- The secretary advised that the agreement comparison was ongoing with work being done on labour rates and hiring hall practices.

3. DISCUSSION PROFESSIONAL DEVELOPMENT – NEGOTIATION TRAINING

- The timing of the next two professional development, negotiation training were discussed. The committee recommends that we continue with our original schedule on these sessions with the second being via zoom this spring and the third hopefully in person this fall. It was suggested that two one half day sessions may be better than a full one day session. The secretary will discuss this with Forrrest.

4. NEXT STEPS

- The committee was advised that a doodle survey to determine the next informal EBA 2022 Negotiation Coordination meeting was still outstanding but the date appeared to be either March 23 or 24.
- The secretary asked if he had heard any rumors relating to labour's 2022 wage increase expectations. He advised that he would ask various EBAs if there was anything in the wind.

5. OTHER BUSINES

- **Draft Discussion Points Meeting Minister McNaughton February 1st**

The committee was advised that at the upcoming meeting with Minister McNaughton the Minister would be asked his intent regarding four year collective agreements. This brought forward for discussion the concern with this upcoming round of negotiations and the possibility of having to do them via virtual meetings and if there was any appetite to extend this agreement period for an additional year.

- **Project Agreements**

The committee was informed that the Building Trades through Pat Dillion intended to raise of defending and expanding the use of project agreements at the Secretariat with the intent of getting a study promoting their use. The study would be similar research to that carried out by Cornell University in 2009. There was discussion centering around project agreements with skepticism as to their use on government projects.

This discussion led to the suggestion that the Secretariat should implement a study into the impediments to unionized construction's competitiveness. Steve Coleman advised that MCAO had engaged Armstrong to carry out such a study in their industry a number of years ago. He also advised that the study did lead to some improvements in their industry. Steve advised he would share that study with the committee.

- **Women in Construction**

An issue was raised that the Government is working to get more women into the trades which they considered an essential service yet for the ones in the industry they do not qualify for child care assistance as it is now structured.

- **Need for OCS Labour Relations Course**

The secretary advised that a few good examples of OLRB grievances relating to wrongful dismissal and harassment were needed to enhance the OCS Labour Relations Course being developed by Reg Pearson.

- **COVID-19**

There was discussion relating to rumors of construction workers being listed as an essential service may be moved up in the vaccine queue.

6. NEXT MEETING

- TBD

7. ADJOURNMENT

**CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO**

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

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

To: Official Council Representatives, Alternates, Affiliates, Others

Date: March 22, 2021

Bulletin #09-21

**Professional Development - Negotiation Training - Session 2
Update & Registration
April 20th 8:30 am -12:00 pm & April 21st 8:30 am – 12:00 pm**

Session 2:

April 20-21 (8:00AM-12:30PM) – Zoom Delivery

Draft Agenda

April 20, 2021

Time	Agenda Item	Presenter
8:00-8:30	Forrest & Co. logged in welcoming guests as they log in and offering technical assistance	Jason Legere
8:30	Opening Comments, Introduction, Context comments from CECCO and Agenda Overview	Wayne Peterson Tony Welsh Jon Rebick Jason Legere
8:45	Recap of concepts covered in Day One and forward looking to Day Three	Jon Rebick & Jason Legere
9:00	Concept Introduction on Mandate Building	Jon Rebick
9:15	Breakout Scenario Exercise on Mandate Building	Group Work

REGISTRATION

The sign-in information will be shared with each registered individual independently.

With this in mind please provide a list of your attendees along with an applicable email address.

Employer Bargaining Agency: _____

Attendee: _____ Email Address: _____

Attendee: _____ Email Address: _____

Attendee: _____ Email Address: _____

Attendee: _____ Email Address: _____

Attendee: _____ Email Address: _____

Attendee: _____ Email Address: _____

Please forward the form to my attention at wpeterson@cecco.org

Executive Committee Report

Research Option Discussion Paper

March 2021

Union Safety Effect Follow up:

Discussion Points/Options:

- Best Practices of Unionized Sector – revisit research conducted by IWH after the 2015 Union Safety Effect Report was released
- Quantifying economic benefits to contractors with exceptional safety records – revisit research conducted by the CBTU/PBCTC and Carl Haas
- Quality Based Bidding vs. lowest bid

Ontario Version of the Illinois Study:

Discussion Points/Options:

- Research equivalent/similar Ontario data – see Illinois Study Executive Summary below:

A case study of CBAs between an association of union contractors and eight construction trades in the Chicago metro area reveals that construction industry CBAs provide workers ladders into the middle class.

- The typical union journeyworker earns \$77,300 per year, on par with the average annual income for full-time workers with bachelor's degrees in Illinois' urban areas (\$79,000 per year).
- On average, wages increased by 11 percent over the first three years of the CBAs, which is faster than inflation (6 percent) and indicates that construction workers are better off now than three years ago.
- Union construction workers earn between \$10 and \$15 in health insurance benefits per hour worked.

Construction industry CBAs fund the largest privately financed system of higher education in Illinois.

- Joint labor-management apprenticeship programs account for 97 percent of all construction apprentices.
- Joint labor-management apprenticeship programs have a 54 percent completion rate, significantly higher than the 31 percent completion rate of employer-only programs.
- The eight joint labor-management apprenticeship programs in the Chicago metro area case study invest at least \$69 million per year training the next generation of skilled construction workers.

Project Labour Agreements:*Discussion Points/Options:*

- Investigating the possibility of conducting a study about the effectiveness and possible expansion of project labor agreements (PLAs) in Ontario's construction industry.

Training Capacity Analysis*Discussion Points/Options:*

- Future demand vs. current capacity

Safety Study: Animations & Video

In an effort to promote the findings of the Safety Study, the OCS, in conjunction with Enterprise Canada, have developed a series of social media animations and a video to support the Union Safety Effect study. We are sharing the series on social media over a 5 week period, sharing 1 per week to space it out.

This way, we are posting about the study at least once per week and extending it simply by working it in with our other content. We can repeat the cycle throughout the year, reposting one per week on going. The vignettes have been designed with content that is continuously relevant. Each one is short and punchy with a call to action and easy to share.

The video and animations consist of:

- 5x 15 second animations to bring to life the study's infographic
- 1x 150 second video interviewing Robert Bronk and Katherine Jacobs

The interview piece was recorded remotely and was recently launched at the March 4th Economic Conference. In an effort to avoid scripting the interview, we used the following guided questions to tease out content and was edited in a call and response fashion.

- What motivated OCS to look at this study?
- What was the breadth of this study? How long did it take, and who did you talk to?
- What are the key takeaways from the study?
- What would you say to someone considering a career in construction?
- Do you think safety is enough of a priority in the industry? What would you say to any critics of the industry?

The interview video will be available on the OCS website shortly and is now live on the OCS YouTube channel, https://www.youtube.com/watch?v=QyF_VnHkKqs

Attached is a copy of the static designs for each vignette.

State of the Industry and Outlook Conference

Date: Thursday March 4, 2021
Location: Virtual Event
Time: 9:00am – 12:30pm

Speakers

- Robert Bronk, OCS
- Benjamin Tal, CIBC, Deputy Chief Economist
- Katherine Jacobs, OCS
- Health & Safety Industry Panel: Stephen Callender, Ron Kelusky, Erin Oliver and Carmine Tiano. Moderated by Enzo Garritano
- David Frum, The Atlantic

Attendee Summary

Attendees: 228
Staff & Board: 24
Media: 4

- Based on the above breakdown, we had **242 (out of 256) register** for their Zoom link and a **95% attendee rate**. The back-end statistics show that an overwhelming majority stayed logged in for the entire event. A copy of the attendees list is attached.
- During the event, **23 attendees asked questions** using the “Q&A” and/or “Chat” features and 1 attendee used the “Raise Hand” feature to verbally ask their question. A summary of the questions asked follows the attendee list.

Presentations

- Benjamin Tal and Katherine Jacobs’ presentations are available on the OCS website.

HOLD THE DATE

Thursday March 3, 2021
Toronto Congress Centre (TBC)

National Construction Labour Relations Alliance of Canada Inc.
Meeting Minutes

10:00 a.m. – 1:00 p.m. (CST)

February 3, 2021

Present: Marty Albright, Wayne Peterson, Stephen Beatteay, Tony Fanelli, Paul Strangway, Ken McCormack, Joe McFadyen, Warren Douglas, Alex Lolua, Wayne Hodgins, Bob Shepherd, Terry French, Jason Campbell, Peter Wightman

Next meeting: April 7, 2021 – Web Meeting 9:00 a.m. CST

I. Call to Order

Tony called the meeting to order at 10:05 a.m. CST

II. Approval of Prior minutes

Warren had circulated the November 19th, 2020 meeting minutes shortly after that meeting and again as a pre-read to this meeting.

Wayne P. made a motion to approve the minutes as presented and it was seconded by B. Shepherd. The motion passed.

III. CBTU Collaboration

Tony summarized the discussions that he had on February 2nd with Sean Strickland from the CBTU, following up on Sean's meeting with his Canadian Executive Board. There is interest from the CEB & CBTU to rebuild the NCLRA/CBTU relationship and look to collaborate on mutually beneficial initiatives.

Sean has recommended setting up a working committee to establish the terms of reference and recognizing the parties' boundaries and constraints. From the CEB, Sean would nominate: Terry Snooks (UA), Tom Red (IBEW), Kevin Bryenton (IW), Robert Kucheran (Chair & Painter) and himself.

Tony suggested the following participants on behalf of the NCLRA: Paul Strangway (BC), Joe McFadyen (AB), Warren Douglas (SK), Terry French (NFLD) and himself to participate on the working committee.

The intention would be that once the working committee has established the terms of reference, the remainder of the participants from the NCLRA and CEB would join in a broader discussion.

Topics that were discussed between Tony and Sean included worker mobility, the CBTU's national COVID program. Others on the call suggested including Temporary Foreign Workers and Maintenance vs Construction issues in the west.

There was a fair amount of discussion about past experiences and needing recognize regional differences in issues and on positions on such issues within the NCLRA. Nevertheless, participants on the call were supportive of moving forward as Tony proposed.

If others have some suggested items that they want raised for the working group, please forward them to Warren. Once the working committee has met and made some decisions, there will be a report back to the rest of the NCLRA.

IV. NCLRA.CA website

Warren shared with the group that he has launched the NCLRA's website as a placeholder on the web. Originally built to accommodate the 2020 conference registration system, it has been launched bare bones to give us a web presence. The registration system will remain dormant in the background until we are ready to re-launch it for the 2022 conference.

Ken asked about setting up a news feed application on the website which could pick up news feeds from our member sites. Warren suggested that it likely could and it will be a matter of priority and cost of doing add-ons to the site.

Please have a review of the site and if you have any suggestions, please contact Warren.

V. Conference 2022

Warren mentioned that he is considering hiring a local Las Vegas show runner/event planner to assist with the onsite management in the US. They can assist by providing personnel to staff registration desks and coordinate the event for a reasonable cost. No commitments have been made and Warren is still evaluating the situation.

Terry noted that he may have some staff available to assist on site for the conference. If others have staff that who would volunteer to help us run the show, please let Warren know.

VI. Annual Dues

Warren advised that you should all be receiving your 2021 invoices in short order as Holly was working on them.

VII. Annual Meeting

Since we won't be likely convening in Ottawa for the CBTU conference this year, Warren was tasked to book our annual meeting to go over the financial statements.

Following discussion, **Wednesday April 7th, 2021 at 9:00 a.m. CST** was selected for that meeting. Meeting requests have already been sent out for your calendars.

VIII. BuildForce Canada – Investment outlooks advanced copies

Prior to the meeting, Warren shared with the NCLRA the advanced copies of the 2021 LMI forecasts from BuildForce Canada. As a strategic partner, we all have access to the national forecasts.

If you need the access code to access the reports, let Warren know and he will share it.

IX. Union Safety Effect

Wayne P. shared with the participants the latest release of the OCS's publication on the union safety effect in the Ontario construction industry. This was a follow-up to the first study from 2016, using data from the years 2012 – 2018. A copy of the one-pager will be attached to this email.

X. Nova Scotia

2021 is a bargaining year for mainland Nova Scotia. They have met with 6 trades so far and are targeting some price relief and reducing double time where possible. Negotiations have just started.

Economically, Cape Breton sees fairly stable activity and growth for the next few years while the mainland will be volatile with slow activity now with the potential for a major hospital investment (~\$2B) in the coming years, but the competition is stiff.

XI. Newfoundland & Labrador

Most agreements are settled, with only the IBEW outstanding. Economic activity is extremely slow with projects being shelved. There is potential for a Voisey's Bay expansion.

Terry is planning on bringing in a business student to do some organizational work in about 3-4 months, including doing a cross-Canada survey. When the person lands and reaches out, please help them in answering their questions and sharing information.

Currently in litigation with the Carpenters regarding a wall-to-wall agreement they signed with a non-union company.

XII. New Brunswick

Hours were only down by about 25% last year, which is better than expected given the pandemic.

Stephen has started bargaining with Sheet metal trade and has a couple more agreements that expire later this year.

It is fairly quiet in NB in general. The Irving refinery has laid off upwards of 1200 workers over the past year with another layoff of 60 workers just last week. They are running skeleton crews. Irving Pulp & Paper is picking up production and doing very well.

XIII. CECCO / Ontario

Wayne P. shared that 2022 will be the expiry of the Ontario agreements. They are looking to work with government to change the legislative requirement of 3 year deals to extend to 4, however, there are reservations of whether that will arrive in time, given that 2022 is also an election year.

The industry is busy and there is 2-3 years of solid work ahead for Ontario.

The commercial sector has been shut down due to the pandemic, but there is work being done to re-open that sector.

XIV. Boilermaker Contractors Association

Marty reported that bargaining has commenced in Nova Scotia with Local 73 covering NS, NB & PEI, using virtual bargaining.

Alberta has reached impasse and the union is working to challenge the consolidation order.

Expecting a busy year for maintenance with CNRL expecting to need 4,400 workers alone.

XV. EPSCA

As previously noted, Alex noted that they are in the middle of 5 year deals which came out at 2% per year (~\$1.00 - \$1.25 per year). Those agreements expire in 2024.

There are 2 units down for refurbishment right now and in 2022-2023 there will be 4 units down. It will be busy and steady for the next number of years.

XVI. Manitoba

Peter reports that negotiations are progressing, using a lot of Zoom meetings, with himself acting as the Zoom coordinator. They are seeing challenges with the mail in ballot ratification process.

He has achieved a number of roll backs and other agreements have implemented a COVID enabling rate for cuts with the unions.

Manitoba had its best year for hours in spite of the pandemic. The big Keeyask Hydro project should complete by this time next year.

Government interference has become an issue for the industry with the Legislature enacting changes that no one in the industry (including non-union sector) were seeking. (e.g. changes to the apprenticeship regulations and meddling with the construction fair wage act.) When Peter asked, NB advised that they have a fair wage schedule and some municipalities in Ontario have purchasing policies as well (GTA).

Also, if anyone else is aware of any social purchasing policies outside, such as the one from the City of Calgary, please share with Peter.

XVII. Saskatchewan

Warren reported that he has concluded two collective agreements since our last meeting. The OE Crane Rental agreement was renewed for just under 3 years on a roll-over. The Bricklayers just ratified a four year deal which saw an increase of \$1.70 over the life of the agreement.

Warren reported being in active negotiations with the Iron Workers for their agreement which is coming up on 4 years past expiry.

Work is slow in Saskatchewan and the only potential major work on the horizon is the BHP project which will go for project sanction on the plant build late this spring.

XVIII. Alberta

Joe sent Warren an email with the following information, which Warren gratefully and lazily copied directly. Joe spoke to some of the highlights of the points below.

- i. **Sheet Metal and Sheetmetalers:** Local 8 held their ratification meeting on January 7, 2021 and then proceeded with the mail-out ballots we expect to know by mid-February the results of the vote. If ratification is successful on with the union, we will proceed with the trade division vote for both Sheet Metal and Sheetmetalers. (10% reduction)

- ii. **Mechanical (Pipefitters):** Local 488 has been presented with a similar LoU regarding enabling terms, covering the same items and the overall reduction for industrial is 7.2% in the RMWB and 10.5% in the remainder of the province, for commercial rates the reduction is 9.4%.
We will be back at the table with Local 496 the first week of February 2021. We have agreed on the core items for discussions and a timeline to conclude bargaining by the end of March 2021.
- iii. **Labourers:** We will resume bargaining with Local 92 on February 4, 2021, with a list of 5 core items (wages/benefits, stat holiday pay/observance, work cycles, unexcused absences, and a sunset clause). We have also agreed to conclude discussions by March 15, 2021.
- iv. **Millwrights:** The new collective agreement came into force and effect on January 10th and is posted to the website.
- v. **Carpenters:** The new collective agreement came into force and effect on November 15th and is posted to the website.
- vi. **Ironworkers Structural:** We continue to work towards an MOA. We met provided a concrete package proposal to the Union last week and met virtually to discuss the issues – all monetary. The Union will be responding to our proposal and proposing further dates in late January or the first week of February.
- vii. **Refractory Labourers:** The new collective agreement came into force and effect on November 8th and is posted to the website.
- viii. **Refractory Bricklayers (Maintenance):** The new collective agreement came into force and effect on August 30th and is posted to the website.
- ix. **Refractory Bricklayers (Construction):** The Union and contractors will be looking for dates to resume bargaining. The Union is looking for the same terms as the Maintenance agreement, but that will not work for a registration construction collective agreement.
- x. **Insulators:** Local 110 held their election in December, Kevin Lecht has been returned as Business Manager and all previous Business Agents have also been returned to office. We have several outstanding items remaining, double time and wage rate for industrial workers, but with the continuity we now have with the negotiating committees we hope to get these discussions back on track and have a MOA of agreement in the coming months.
- xi. **Operating Engineers:** Committees met on January 13 to identify 5 core items for discussion which are essentially the same items contained in the LoU Competitive Improvement Amendment (CIA) that has been tabled with some of the other Locals. We will resume discussions January 26-27, 2021 with agreed to timeline to reach a Memorandum of Settlement by the end of March 2021.
- xii. **Elevator Constructors:** The Union has served notice to commence collective bargaining and I will be coordinating with Andy Reistetter at NEAA, which looks after the maintenance agreement, on this trade table bargaining.

XIX. British Columbia

Ken reported that BC is hitting record highs in hours as compared to the last 6 years.

The NDP won a majority government in the last election and it is expected that they will push some aggressive social initiatives and bring back compulsory trades. While the government has been supportive of Community Benefits Agreements, they are also

promoting Indigenous Benefits Agreements which are beating out the BTU community benefits agreements.

Paul highlighted that for the Site C dam project, the BC has negotiated its first PLA between the CLR and the BTUs which will cover all contractor for the balance of the plant scope.

The LNG Canada project has created a compulsory trade (red seal designation or apprenticeship) policy for its project.

Some of the unions have taken by-passing the collective agreement arbitration procedures altogether and going to the LRB for expedited arbitration, once the grievance has been filed. This is problematic for contractors the LRB goes to the arbitrators list, who are often mostly union friendly. Working to at least come to agreement on the appointment of an arbitrator for these expedited arbitrations. Ontario shared BC's pain.

XX. Pipeline Contractors

Currently have the distribution agreement expired, however, have agreed to roll it over for 1 year in consideration for the potential of a retroactive wage settlement.

2020 saw 11% increase in hours over 2019 despite the pandemic. 2021 is expected to be flat compared to 2020 hours.

The cancellation of the Keystone XL project saw the loss of 700km of pipe in Canada from the overall 2500 km project. The Trans Mountain expansion project had 4 sections awarded to one signatory contractor but three of them have been pulled back following a fatality near Edmonton. The remaining three sections are back out on the market and are at risk to losing to the non-union and CLAC sector. The BTU have roughly 50% of the Coastal Gas project, which should restart in June of 2021.

In Ontario, contractors are seeing the movement away from longstanding relationships with owners that they had previously enjoyed. With Enbridge's purchase of Union Gas in southwest Ontario and Consumer's Gas in the GTA, they are seeing those clients start to search for other service providers in some traditional Building Trade heartland areas such as Sarnia.

XXI. Conclusion

With no further discussion, the meeting concluded at approximately 1:05 p.m. CST.

Skilled Trades Workforce Mobility Tax Deduction

With vaccination rates increasing, many Canadians are now looking to the post-pandemic economic recovery. In the construction sector, growth across the country will be uneven and some areas will end up experiencing higher levels of construction activity resulting in labour shortages while others will see high unemployment. Implementing a Skilled Trades Workforce Mobility tax deduction will support workers and address a long-standing barrier to workforce mobility.

Inequity in the Income Tax Act

The *Income Tax Act* is currently an inequitable tax policy. Salespeople, professionals and Canadians in other industries can receive a tax deduction for the cost of their travel, meals, and accommodations. The same option is denied to skilled trades workers who work on jobsites that are in different regions or provinces from their primary residence. For example, someone selling rebar or conduit for the construction of a new building, can travel and deduct from income the cost of their travel, meals, accommodations, while the same option is unjustly denied to skilled workers who work hard to construct the buildings. This is an unfair tax policy. Those in the building trades should not be punished financially due to their choice of occupation. The Government of Canada has a responsibility to ensure a system of tax fairness is in place for all Canadians.

Impacts of COVID-19

The COVID-19 pandemic has created a lot of uncertainty surrounding the economy. A year into the pandemic and the Canadian job market is still 3.1 per cent lower than it was before the pandemic despite the Canadian economy adding 259,000 jobs in February. The construction industry has not been immune and has faced job losses with a decrease in private investment and closures due to government mandates to protect public health. Canadians who have lost their employment, through no fault of their own, have been left no other option than to rely on government supports such as Employment Insurance and the Canada Recovery Benefits. As we face the beginning of a long-economic recovery following COVID-19, one of the key areas that needs to be addressed is the lack of incentives for worker mobility in the construction trades.

Labour Mobility

Depending on private and public investments, at different times certain regions will have more employment opportunities than others. As such, workers in the building trades are often required to temporarily relocate or travel long distances for projects. Without access to workers, certain regions will face labour shortages while projects are taking place.

For example, in 2019 employment in the construction sector rose in Manitoba as projects like Manitoba Hydro's Keeyask hydroelectric dam, Enbridge's Line 3 pipeline

expansion, and several road and highway projects hit peak levels. However, employment requirements are expected to decline between 2020 and 2023 as work winds down on these projects and investments decline. Those who may have found employment in Manitoba during this peak, may now have to find work elsewhere.

Financial Burden on Workers

Unlike many careers, jobs in the construction industry are cyclical. Projects arise, are built and completed in different locations, at different times. This requires construction workers to travel far from home; and bear the travel costs out of pocket while they temporarily relocate for work, costing them thousands of dollars. When trying to support a family, continue to pay a mortgage, the addition of temporary relocation costs can prove too burdensome. Disincentivizing workers to travel can also create labour shortages in different regions, with high unemployment in others.

Costs to the Canadian Government

With the COVID-19 pandemic, the Government of Canada is supporting many Canadians through Employment Insurance and programs like the Canada Recovery Benefit. If implemented, a Skilled Trades Workforce Mobility tax deduction would remove the financial barrier for skilled trades workers to temporarily relocate or travel for work. This would address labour shortages, transition workers from utilizing programs like EI and, instead, contribute to the Canadian economy through tax revenues from their employment.

In March 2021, CBTU commissioned a financial projection which estimates that a Canada-wide implementation of a skilled trades workforce mobility tax deduction would save the Federal Government an estimated **\$347 million dollars annually** through increased tax revenues and reduced reliance on EI and other government programs. The full report can be found [here](#).

Recommendation

On [March 11, 2021](#) Hamilton Mountain MP Scott Duvall put forward Bill C-275 to support worker mobility through amending the *Income Tax Act*. The Bill seeks to amend the act to allow tradespeople and indentured apprentices to deduct from their income any travel expenses that they have incurred to secure and maintain employment in a construction activity at a job site that is located at least 80 km away from their ordinary place of residence.

CBTU recognizes that this Private Member's Bill will likely not receive Royal Assent during this session given its position on the Order of Precedence. Therefore, CBTU calls upon the Government of Canada to adopt the measures found in Bill C-275 to help Canadians across the country get back to work and build a strong post-COVID-19 economic recovery that creates jobs and benefits the middle class.



COUNCIL MEETING (Virtual)

Agenda

Friday February 19, 2021

- | | | |
|----|--|----------------|
| 1. | Opening Remark – Michael Nieznalski, Chair of the Board
Introduction & Safety Moment | 9:00 AM |
| 2. | Approval of Agenda (The Chair be authorized to suspend the regular order of business) | 9:05 |
| 3. | Presentation:
Alex Ewing - Senior Partner, Aceis Group Ltd.
Arash Shahi - Co-Founder & CEO, AECO Innovation Lab | 9:10 |
| 4. | Committee reports:
4.1 Education (Robin Granger) & U of T Report (Brenda McCabe)
4.2 Health & Safety (Gino Squeo)
4.3 Labour Relations (Doug Randall)
4.4 Board Report (Michael Nieznalski) | 9:50 |
| 6. | Other Business and Next Meeting – Apr 16, 2021 | 9:58 |
| 7. | Adjournment | 10:00 |

2021 Council Meeting Dates: Apr 16, Jun 4, Sep 24, Oct 29, & Dec 10.

**Danny Chui, P. Eng., FEC. Executive Director, Appointed; Tel: 647-376-6118
E-mail: dchui.ocuc@outlook.com**

Ontario Construction Users Council

2021 Board of Directors

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Chair	Michael Nieznalski	Toronto Transit Commission
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Labour Relation	Doug Randall	

Director at Large

Roger Belair	AECO Innovation Lab
Sophia McIntosh	McIntosh Perry

Executive Director

Danny Chui	Appointed
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As Approved by OCUC Council on December 11, 2020

CECCO DISPATCH

Management's Voice for Labour Relations in the Unionized I.C.I. Construction Sector

SPRING 2021

Bi-Monthly Meeting with Ministry of Labour Mr. Monte McNaughton

In early February the CECCO Executive had our second bimonthly meeting with the Minister of Labour, Training and Skills Development. As with our first meeting this meeting was very productive. We discussed the construction industry's great COVID-19 safe work response.

We continued our discussion of late November relating to the construction section of the Labour Relations Act a comprehensive review not being carried out over the past three decades. It was suggested that with the pandemic being front and centre we would be looking after the 2022 Provincial election to have this objective undertaken.

It was noted that there has been some discussion relating to revising the term of the I.C.I Provincial agreements from three to four years. The Minister advised that this was under consideration but noted that this would not occur before the 2022 round of negotiations. Relating to the 2022 round of negotiation a discussion ensued relating to the difficulty of carrying out the negotiation in virtual reality.

Due to the lively discussion on the above mentioned topics and the time constraints with the Minister's busy schedule we did not cover our complete list of discussion points. Further items planned for discussion such as the current dealing with jurisdictional disputes, grievances, and labour mobility were put over to the April meeting.

THE UNION EFFECT
Unionization is associated with:



Institute for Work and Health Safety Study

I am sure by now everyone has been informed of the Institute for Work and Health research that reported that unionized construction in the Province of Ontario has 31% lower incidents of lost time injury claims, 25% lower incidents of musculoskeletal injury claims, and 29% lower incidents of critical injury claims. The research reviewed seven years of WSIB claims data 2012 – 2018 covering 60,425 construction firms' and 1.7 million employees covering 39 WSIB construction sector groupings.

We are disappointed to see that some have questioned the research as the Ontario Construction Secretariat provided financial support for the research and are noting that as the Secretariat is a body comprising construction union labour and management therefore the research is tainted. Of course those dismissing the research are non-union or alternate construction union affiliated groups. It is clear that these groups have not researched the Institute for Work and Health's credentials, the credentials of their scientists compiling the data, have not read the entire report or do not understand the methodology used in its creation.

We have heard it mentioned that the Secretariat is considering doing a follow-up study in an attempt to ascertain why the unionized construction study is 31% safer. One may question why the Secretariat would do such a study. Why aren't the non-union or alternate construction union affiliated groups doing their due diligence reviewing the research and conducting their own study to ensure their safety record achieves significant improvement?

CALENDAR OF EVENTS

Mar 4	OCS State of the Industry and Economic Conference
Mar 11	CECCO Executive Committee Meeting
Mar 25	Negotiation Coordination Meeting
Apr 8	CECCO 1st Quarter Council Meeting
Apr 8	CECCO 41st Annual Meeting
Apr 20/21	Professional Development - Negotiation Education 2
Jun 22	Quarter Council Meeting

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WE ARE MOVING!!



WE ARE MOVING

April 1, 2021

5915 Airport Road
Suite 830
Mississauga, Ont.
L4V 1T1

Constraints Imposed by Collective Bargaining Agreements

35A

All parties must recognize that consistent increasing construction costs can no longer be passed on to the ultimate customer in a highly competitive market place. It is with this in mind the following recommendations are made:

Salaries Employment Health Grievance Protection Law Representative Issues associated with Health Cost COLLECTIVE BARGAINING Process Negotiation Agreement Productive Working Hours Terms Rules Employer Union Wages Group Overtime Safety Establish Cost Limits Work-life Salary Regulate Contract

To Contractors:

- Contractors need to identify the restrictive provisions in their union agreements and should estimate the cents-per-hour cost of each as a normal part of preparation for negotiating a new collective bargaining agreement
- These provisions can be put in priority order as bargaining objectives. Contractors can benefit here from candid discussions with the union leaders well in advance of bargaining.
- Below are suggested contractor objectives for some of the most costly provisions in collective bargaining agreements. Each local agreement requires its own unique evaluation for what needs to be changed.

Examples:

- Overtime premiums
 - Time paid, not worker
 - Subsistence & travel pay
 - Shift provisions
 - Hours of work
 - Crew size restrictions
 - Off-site fabrication restrictions
 - Show-up pay
 - Hiring hall practices
 - Mobility
- Most if not all of these examples are found in several union agreements in a given locality. The contractors who participate in the various bargaining groups need to decide on their best strategies in that locality to effect their desired changes.
- Contractors, in their own interest, should bargain first on cost improvement items, as a trade-off against wage increases. They can assess the need to limit wage increases within the savings achieved, in order to meet competitive pressures.

To Unions:

- Union leaders, particularly at the local level, and the local membership should recognize that it is in their best interests to cooperate with the union contractors to make him competitive for future work and thus create more jobs for union workers.

CECCO



WE ARE MOVING

April 1, 2021

5915 Airport Road

Suite 830

Mississauga, Ont.

L4V 1T1

HELMETS TO HARDHATS STATISTICS REPORT FOR FEBRUARY 21

27 New Registrations

Current Location of Registrations

Alberta	10
British Columbia	4
Manitoba	1
Nova Scotia	1
Ontario	11
Total	27

5 Approved Employers

Black & McDonald Ltd. QM Environmental, Rocky Mountain Ram
Kel-Gor Ltd, Canadian Base Operators

80 Management Positions Posted

3 Veterans Applied

5 Reported Placements

Vet	Progress	Prov	Employer/Trade	Local / Company Name
1	Started an Apprenticeship	BC	Millwrights	Local 2309
2	Started an Apprenticeship	ON	Carpenters	Local 27
1	Started an Apprenticeship	ON	Carpenters	Local 1907
1	Direct Hire	ON	Electrical	Forfront Electric Company

Veterans Referrals to Various Local Unions

	AB	BC	MB	NB	NL	NS	ON	PE	QC	SK	Total
Feb 21	8	2	2	2	0	0	14	0	0	2	30

286 Veterans Actively Seeking Placements

1061 Placed Veterans and Dependents

34 Average Age of Active Members

\$6,283 Average Cost per Placements as of 28 FEB 2021

AV BY TRADE/PROV

Date Start

Date End

01/02/2021



28/02/2021



Show Results

Print

Available veterans by Trade/Province

Union Family	1st Choice	2nd Choice	AB	BC	MB	NB	NL	NS	NT	NU	ON	PE	QC	SK	YT	TOTAL
Ironworkers	8	8	0	1	0	0	0	1	0	0	6	0	0	0	0	16
Heat & Frost Insulators	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2
Boilermaker	9	8	2	0	0	1	0	0	0	0	5	0	0	1	0	17
Electrical Workers	38	33	2	5	1	0	0	3	0	0	27	0	0	0	0	71
Teamsters	4	3	0	0	0	1	1	0	0	0	2	0	0	0	0	7
Bricklayers & Allied Craftworkers	2	1	0	0	0	0	0	0	0	0	2	0	0	0	0	3
Elevator Constructors	17	6	1	1	0	0	0	0	0	0	15	0	0	0	0	23
Operating Engineers	22	18	11	2	0	0	2	1	0	0	4	0	0	2	0	40
Painters and Allied Trades	2	5	0	0	0	0	0	0	0	0	2	0	0	0	0	7
Labourers	5	6	0	0	1	0	0	0	0	0	3	0	0	1	0	11
Operative Plasterers & Cement Masons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sheet Metal Workers	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
United Association	33	25	7	1	0	1	0	0	0	0	23	0	1	0	0	58
Carpenters	14	13	2	0	1	1	0	0	0	0	10	0	0	0	0	27
Millwrights	6	10	3	0	0	0	0	0	0	0	3	0	0	0	0	16
Support Trades	16	15	4	0	1	0	0	0	0	0	10	0	0	1	0	31

Veteran Success Chart



H2H Stories

Thank you for your support! I wish you all the best to all of you as well and will tell every veteran I know about your organization and the wonderful work that you accomplish for us.

Aravind

H2H Stories

"I love it! It's an awesome organization that helps transition veterans into the construction industry. It's given me leverage on other applicants despite my lack of experience in the field. Adapting from a law enforcement background to construction was smooth thanks to helmets to hard hats. I recommend this program to any veteran looking for another great working opportunity. Thank you helmets to hard hats & god bless you guys for giving me this opportunity. I am very grateful.
Robert

Wayne Peterson - CECCO

From: Graeme Aitken <rgaitken@ecao.org>
Sent: March 5, 2021 10:52 AM
To: Wayne Peterson (wpeterson@cecco.org)
Subject: FW: Follow-up on vaccination conversation.

Importance: High

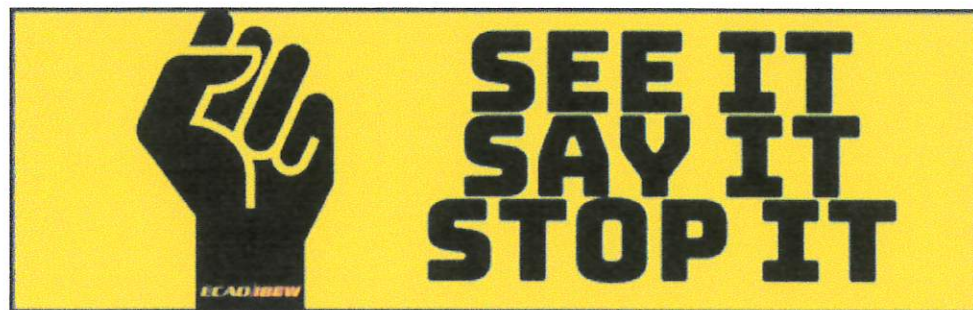
Good morning.

This has just gone out to Ministers Sarkaria and McNaughton to follow-up on conversations I had with both.

R. Graeme Aitken
 Executive Director
 Electrical Contractors Association of Ontario
 10 Carlson Court, Suite 702
 Toronto, ON M9W 6L2
 TEL: 416-675-3226 ext 3110
 CELL: 647-267-3117
rgaitken@ecao.org

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From: Graeme Aitken
Sent: Friday, March 5, 2021 10:50 AM
To: prabmeet.sarkaria@pc.ola.org
Cc: 'Monte.McNaughtonCO@pc.ola.org' <Monte.McNaughtonCO@pc.ola.org>; 'Abou-Hamde, Walid (MLTSD)' <Walid.Abou-Hamde@ontario.ca>; Sidhu, Manav (MEDJCT) <Manav.Sidhu@ontario.ca>
Subject: Follow-up on vaccination conversation.
Importance: High

Good morning Minister Sarkaria and thank you, once again, for your time yesterday.

Here is a recap of the issue I brought to your attention:

- ECAO's respectful request is to have specific construction workers put to the head of the vaccination queue.
- These specific construction workers are those who have daily/weekly construction/maintenance duties to perform in high-risk and/or "front line" locations. Such locations include long term care facilities, hospitals, police stations, fire stations, paramedic facilities, and perhaps schools.
- Many of our contractor members have ongoing contracts with such facilities, thereby putting their workers (and those within the facilities such as residents, patients, workers, students, etc.) at higher risk.
- It makes little sense, in our respectful view, to go to the measures being undertaken to ensure that all "within" those facilities are vaccinated, yet failing to offer vaccination to these construction workers who frequent these facilities.
- Further, it is our understanding that (i) there are targeted people within those facilities who refuse the vaccination and (ii) some vaccination shots go to waste if those targeted people refuse vaccination; whether as a result of the length of time after opening within which those vaccinations are still able to be injected (shelf life) or a failure to allow the flexibility for those vaccination shots to be given to workers who frequent those high-risk facilities.
- ECAO believes this approach will help significantly in rolling out the vaccinations in an appropriately targeted manner.

I thank you for your consideration of this request.

R. Graeme Aitken

Executive Director

Electrical Contractors Association of Ontario

10 Carlson Court, Suite 702

Toronto, ON M9W 6L2

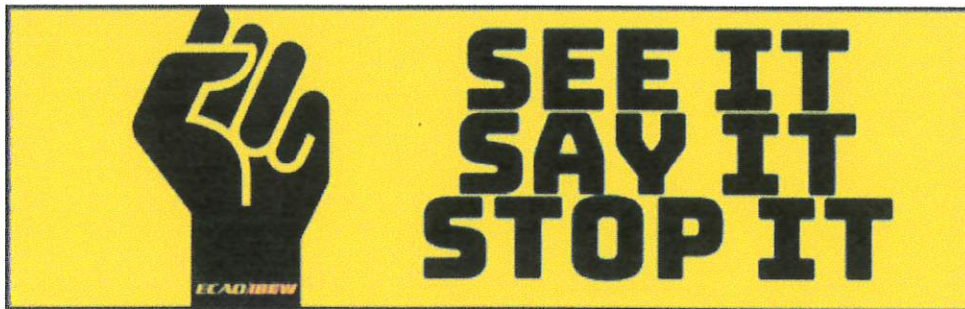
TEL: 416-675-3226 ext 3110

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Wayne Peterson

From: Wayne Peterson
Sent: March 15, 2021 11:54 AM
To: Alex Lolua (alolua@epsca.org); Dan Lancia; Don Marks (donmarks@ontarioroofing.com); Lachance, Tom (tom.lachance@tesc.com); Mike Verge (mike.verge@oraca.ca); Pilat, Andrew J. (sca@bellnet.ca); tfanelli@clrao.ca; Wayne Peterson
Subject: FW: Construction Worker Vaccinations

FYI Re Construction workers being in Phase 2 of vaccinations.

From: Abou-Hamde, Walid (MLTSD) [mailto:Walid.Abou-Hamde@ontario.ca]
Sent: March 15, 2021 11:36 AM
To: Wayne Peterson <wpeterson@cecco.org>
Subject: RE: Construction Worker Vaccinations

Hi Wayne – construction workers were not included by MOH in the Phase 2 rollout announcement, though we're diligently working to move the needle on this one. Will keep you updated on progress.

Walid Abou-Hamde | Director, Stakeholder Relations

Office of the Hon. Monte McNaughton
 Minister of Labour, Training and Skills Development
 400 University Avenue, 14th floor, Toronto ON M7A 1T7
 Tel: 437-214-7537



Please ensure that you are properly registered with the Office of the Integrity Commissioner prior to our meeting.

From: Wayne Peterson - CECCO <wpeterson@cecco.org>
Sent: March 11, 2021 10:39 AM
To: Abou-Hamde, Walid (MLTSD) <Walid.Abou-Hamde@ontario.ca>
Subject: Construction Worker Vaccinations

CAUTION -- EXTERNAL E-MAIL - Do not click links or open attachments unless you recognize the sender.

Hi Walid,

An issue was raised at the CECCO Executive meeting today regarding where construction workers were positioned in the que for vaccinations.

Some advised they were in phase 2 but one could not firm any documentation confirming this.
 Is there any published documents with regard to this positioning?

Thanks

Wayne Peterson