CECCO

CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

COUNCIL MEETING

Tuesday, October 8, 2019 – 8:30 a.m.
6299 Airport Road, Suite 303

AGENDA

	ATTACHMENTS
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• Council Meeting June 13, 2019	1
• Draft Executive Meeting September 12, 2019	6
2. FINANCE	
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• Draft Budget	10A
3. GOVERNMENT RELATIONS	
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• Input Required:	
○ Revising Collective Agreement Term	
○ Jurisdictional Dispute Reform	
○ Frivolous Grievances	
○ Schedule 40 Modernizing the Skilled Trade & Apprenticeship Act	
○ Other Burning Issues	
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4. ONTARIO CONSTRUCTION SECRETARIAT	
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COUNCIL MEETING MINUTES

Thursday, June 13, 2019 - 9:30 A.M. TO 11:30 A.M.

6299 AIRPORT ROAD, SUITE 303

MEETING ATTENDANCE:

PRESENT		**ABSENT**	
VICE CHAIRMAN	DON MARKS	CHAIRMAN	BRYAN ARNOLD
EXECUTIVE DIRECTOR	WAYNE PETERSON		

CECCO MEMBERS:

BOILERMAKER	LESLIE MULLALY	BRICKLAYER	JOHN BLAIR
DEMOLITION	MARGARET TAYLOR	CEMENT MASONS	ANDREW KINNEY
CARPENTERS(PROXY)	JOE KEYES	PRECAST	TONY BOMBINI
ELECTRICAL	JODI TRAVERS	SHEET METAL	DARRYL STEWART
CEMENT MASONS	GEOFF KINNEY	PAINTERS	ANDREW SEFTON
CEMENT MASONS	ANDREW KINNEY	IRONWORKERS	JACK MESLEY
ELEVATOR(PROXY)	JOE KEYES		
GLAZIERS	NOEL MARSELLA		
LABOURERS(PROXY)	JOE KEYES		
MECHANICAL	TOM LACHANCE		
OP. ENGINEERS(ALT) (PROXY)	JOE KEYES		
PLASTERERS (ALT) (PROXY)	JOE KEYES		
REFRIGERATION	MIKE VERGE		
RODMEN(PROXY)	JOE KEYES		
ROOFERS	DON MARKS		
TEAMSTERS	ANDY PILAT		
TERRAZZO, TILE	DAVID ST. LOUIS		

AFFILIATE MEMBERS:

E.P.S.C.A	ALEX LOLUA
RESCON	RICHARD LYALL
IND. CONTRACTORS	LARRY BROKENSHIRE

ALTERNATE MEMBERS:

MECHANICAL	BRANDON PAGEAU

1. QUORUM

The Chair advised that we have a quorum.

2. MINUTES

The Council Meeting Minutes from December 13, 2018 were reviewed and on a motion duly moved by Joe Keyes and seconded by Mike Verge approved them as presented.

3. FINANCES

The Statement of Revenue and Expenditures was received and found to be in order. The Council was advised that the telephone equipment purchased will be moved into equipment account.

The Council was also advised that after a review the executive committee determined not to adjust CECCO's investment policy keeping its investments in secured bonds.

Cash and investments position as of April 30, 2019 is comprised of the following:

Cash	$ 82,285
Investments (Market Value)	$451,075

A motion duly moved and seconded, approved this report as presented.

A suggestion was made to review out banking practices putting in place a labour relations reserve account. The secretary advised that this item wold be placed on the Executive Committee's next agenda.

4. LEGISLATION

CECCO's letter to the MTCU relating to Bill 47 and the elimination of the College of Trades along with the response letter from the Ministry Training, Colleges and Universities (MTCU) Policy Assistant and response letter from Minister Fullerton were perused.

It was noted that the Bill received Royal Assent on November 21, 2018.

Lengthy discussion ensued relating to what the MTCU is contemplating. This led to Bill 100, an Act to Implement Budget Measures – Schedule 40 which relates to the Modernization of the Skilled Trades & Apprenticeship Act. A synopsis of the schedule prepared by Koskie Minsky's was reviewed. Certain concerns were raised regarding skillsets, activities of trades, and restrictive activities. The secretary advised that to date CECCO has been unable to gather any good information as to the Ministry's intent for the construction trades.

It was noted that CECCO was in the process of setting a meeting with the MTCU in an attempt to get answers to queries raised.

Bill 66, an Act to restore Ontario's competitiveness were Schedule 9 relates to the Labour Relations Act, 1995 letting public bodies out of their construction collective agreements. Included in the package for information purposes only is the ongoing letters of communication with MOL, especially the Toronto EX 6.3 article regarding Schedule 9. It was mentioned that CECCO must respond by the deadline of July 3, 2019 regarding this bill.

It was mentioned that CECCO has had several meetings with representatives at the Ministry of Labour. Concern was raised that with the impending Cabinet shuffle it creates a problem in establishing regular communication with their offices.

5. ONTARIO CONSTRUCTION SECRETARIAT

2019 Contractors Survey

2019 Contractors Survey is included in the meeting package for Information Purposes only. If a copy is requested it can be obtained and is also available on the OCS website.

Underground Economy Update

The **Underground Economy Update** is included in the meeting package for Information Purposes only.

Letter from Ministry of Labour: OLRB Costs

Letter from Ministry of Labour: OLRB Costs is included in the meeting package for Information Purposes only.

Just Not Credible Report

Just Not Credible Report is included in the meeting package for Information Purposes only.

6. ONTARIO CONSTRUCTION USERS COUNCIL (OCUC)

Included in the meeting package for your perusal are the Minutes of Council Meeting held on December 14, 2018, Minutes of the OCUC Council Meeting held on Friday, April 5, 2019 and the Agenda for Council Meeting held on June 7, 2019

7. NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE

Included in the meeting package for information purposes only are several articles:

A. Bob Blakely Retirement and announcement of his replacement Arlene Dunn.

B. Medical Cannabis Decision Upheld. This is a human rights case, however the employee did not disclose the use of cannabis to his employer.

C. NCLRA meeting held in Ottawa on April 29, 2019 was regarding Canadian Building Trades and information on Negotiations.

8. NEGOTIATIONS COORDINATION

Negotiation Activity Chart (new activity roundtable discussion)

The Negotiation Activity Chart was included in the meeting package for your perusal. During a roundtable discussion each member provided an update on the status of their negotiations progress.

There was a discussion regarding in person attendance at update meetings. It was noted that with the conference call availability face to face dialogue was restricted and the meeting did not achieve their goal. It was recommended that we look at the pros and cons of inputs received from each member. It was also mentioned that there was a late start with negotiations because of government inference, regarding legislations.

9. OTHER BUSINESS

Dispatch

Dispatch Newsletter Spring 2019 was included for review in the meeting package.

Draft 2019 CECCO meeting calendar

Draft 2019 CECCO meeting calendar was included for review in the meeting package.

2019 Post Negotiation Symposium

Suggested Date: September 5, 2019
(Doodle Survey to be sent out to establish optimum date)
Where: Mississauga Convention Centre
Time: 7:30 – 12:30 p.m.

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10. NEXT MEETING

Council General Meeting - September 12, 2019
(Doodle Survey to be sent out to establish optimum date for both Council Meeting and Post Negotiation Symposium (Sept 4 or 5th)

11. ADJOURNMENT

The meeting was adjourned at 11:20 a.m.

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CECCO

CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

EXECUTIVE COMMITTEE MEETING MINUTES

Thursday, September 12, 2019– 8:30 a.m.
6299 Airport Road, Suite 708

MEETING ATTENDANCE

Present	**Absent**
Don Marks	Tony Fanelli
Mike Verge	Dan Lancia
Tom Lachance	Alex Lolua
Wayne Peterson	Andy Pilat

1. MINUTES

The Executive Committee minutes of the June 5, 2019 on a motion duly moved and seconded were approved as presented.

The Council Minutes of June 13, 2019 were reviewed.

2. FINANCE

Revenue & Expense
The Statement of Revenue and Expense dated July 13, 2019 was reviewed. It was noted that the revenue is anticipated to be less than anticipated due to the sheet metal contractor's withdrawal from CECCO.

Investment Statement
The Investment Statement dated July 13, 2019 was reviewed. It was noted that the market value of our portfolio displays a $20,572 positive variance from December 31, 2018. It was again noted that all our investment are bonds and if held would pay their purchase value plus the defined interest.

Aging Report
The account receivables aging summary dated July 31, 2019 was perused and found to be in order.

Investments
The secretary advised the Province of Quebec bond that was to mature in 2026 with a return rate of 2.26% has been redeemed with a positive pick-up of $1,666. The funds once invested in the Quebec

bond has been invested in a Telus Canadian bond with a maturity date of 2025 with a rate of return of 2.33%

2010 Budget Draft

A draft of the 2020 budget was perused as well as a draft of the 2020 membership dues. Extensive discussion centered on the budged dollar allowance for Government relations. It was suggested that the allowance for this line item should be significantly higher to a total of $25000. allowing for a more intense lobbying level. The secretary expressed concern as while this was a key component of CECCO's mandate the way our dues structure was funded this would be a significant percentage increase for some Council members. The secretary was directed to investigate what the increases would be to each member.

3. **EXECUTIVE DIRECT ACTIVITY REPORT**

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

4. **2019 Calendar**

A draft calendar for the balance of this year's meeting was perused.

5. **LEGISLATION**

Project Labour Agreements

A letter to the Ministry of Labour dated September 6, 2019 was perused. The secretary advised that he had received a number of responses to our survey of members with no negative replies.

Prompt Payment

A document from the Ontario Ministry of the Attorney General announcing ADR Chambers Inc. as the Nominating Authority as it relates to the next step in the Ontario prompt payment legislation was reviewed.

Presentation

A draft copy of a presentation entitled Lobbying for Union Contractors which will be presented to the ORAC Board of Directors was reviewed.

6. **ONTARIO CONSTRUCTION SECRETARIAT (OCS)**

The draft agenda for the Secretariat's Annual Meeting was reviewed.

A letter from the Secretariat advising the board terms of D. St. Louis and J. Mesley will be completed as of December 31, 2019. The secretary advised that he had had discussions with both David and Jack with David advising that he would like to remain on the OCS Board and Jack while he would like to remain on the board if there was someone stepping forward he would step aside. The secretary advised that B. Pageau had stepped forward advising that if there was a position open he would be available. The secretary was directed to advise all I.C.I. employer bargaining agencies of this situation and ask if they were in agreement.

7. CECCO NEWSLETTER

A copy of the summer 2019 Dispatch was perused as well as the draft content for the fall 2019 Dispatch newsletter without comment.

8. 2019 POST NEGOTIATION SYMPOSIUM

The secretary advised that our 2019 Post Negotiation Symposium has been confirmed for November 12th at the Mississauga Convention Centre.

A draft agenda was reviewed. Revisions relating to content, presentation and timing were recommended.

9. NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE (NCLRA)

An Alberta Human Rights Tribunal relating to a complaint for wrongful dismissal for use of medical cannabis in the workplace was reviewed. It was noted that the complaint was dismissed.

It was noted that a NCLRA meeting is scheduled for November 5th in Toronto.

11. OTHER BUSINESS

Ontario Sheet Metal Contractors Association (OSM)
The Committee reviewed the July 9, 2019 letter from OSM advising of their decision to discontinue their membership in CECCO and CECCO's August 12, 2019 letter to the OSM Board requesting their reconsideration of their decision. Also reviewed was a September email from OSM advising that our request for reconsideration and meeting with their board is declined and that OSM considers this matter closed.

Also reviewed was an email from OSM's Financial Manager requesting the cancelation of our August invoice as OSM is no longer a member. Reviewing CECCO's By-Law 10.3 Dues and Assessments it was noted that *each member EBA is liable for payment for the fiscal year in accordance with the approved assessment schedule.*

After much discussion the secretary was directed to write OSM reminding them of their financial obligations and requesting the intent relating to meeting these obligations.

12. ADJOURNMENT

The meeting adjourned at 11:05 a.m.

CECCO
STATEMENT OF REVENUE AND EXPENDITURES
JANUARY 1, 2019 - AUGUST 31, 2019

	Year To Date 2019	Projected To Complete 2019	Projected TOTAL (12 mos)	Annual Budget	Actual 2018
REVENUES					
Assessments	$ 121,570	$ 26,199	$ 147,769	$ 151,919	$ 161,550
Rent Recovery (NEEA)	$ 15,566	$ 9,123	$ 24,689	$ 24,689	$ 23,348
Interest	$ -	$ 2,600	$ 2,600	$ 1,000	$ -
Part-Time Salary Recovery (NEEA)	$ 6,840	$ 3,420	$ 10,260	$ 12,550	$ 9,039
Other Income (NEEA)	$ 1,470	$ 735	$ 2,205	$ 2,205	$ 2,205
Sponsorship	$ -	$ -	$ -	$ -	$ -
TOTAL REVENUES	**$ 145,446**	**$ 41,342**	**$ 185,318**	**$ 192,363**	**$ 196,142**
EXPENDITURES					
General					
Audit	$ 1,900	$ -	$ 1,900	$ 1,850	$ 1,750
Consulting	$ 46,800	$ 25,400	$ 72,200	$ 72,200	$ 64,999
Fire & Officer & Director Liability Ins.	$ 2,212	$ -	$ 2,212	$ 2,500	$ 2,189
Legal	$ -	$ -	$ -	$ 2,500	$ -
Meetings	$ 890	$ 5,000	$ 5,890	$ 4,390	$ 9,039
Memberships	$ 5,450	$ -	$ 5,450	$ 5,450	$ 5,450
Office Equipment Rental, Stationary & Other	$ 7,492	$ 1,708	$ 9,200	$ 9,200	$ 15,170
Office Rent & Utilities	$ 32,111	$ 16,500	$ 48,611	$ 49,379	$ 48,539
Government Relations/Marketing	$ 1,921	$ 2,000	$ 3,921	$ 6,600	$ 3,986
Salaries & Employee Benefits	$ 15,636	$ 8,200	$ 23,836	$ 25,099	$ 18,077
Telephone	$ 2,095	$ 1,560	$ 3,655	$ 3,655	$ 1,800
Travel & Conferences	$ 4,224	$ 776	$ 5,000	$ 5,000	$ 3,879
					$ -
Total General	$ 120,731	$ 67,092	$ 181,875	$ 187,823	$ 174,878
Net Revenue (Expense)	**$ 24,715**	**$ (25,750)**	**$ 3,443**	**$ 4,540**	**$ 21,264**

CECCO Investment Statement

Investment Fixed Income	Book Value	Market Value 31-Dec-18	Market Value 30-Aug-19	Variance
Cash		$ 1.51	$ 2.10	$ 1
NFLD & Labrador Hydro	$ 50,000	$ 51,842	$ 51,642	-$ 200
Province of Nova Scotia	$ 147,999	$ 147,497	$ 154,381	$ 6,884
Province of Manitoba	$ 121,053	$ 120,694	$ 128,824	$ 8,130
Province of Quebec	$ 118,000	$ 117,683	$ -	-$ 117,683
RES TELUS COMM (AGT LTD)	$ 127,423	$ -	$ 124,274	$ 124,274
Total	$ 564,475	$ 437,718	$ 459,123	$ 21,406

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CECCO

Budget 2020 - DRAFT 2

	Actual 2018	Budget 2019	Anticipated 2019	Budget 2020
REVENUES				
Assessments	$ 142,363	$ 151,919	$ 147,769	$ 143,050
Rent Recovery (NEEA)	$ 27,793	$ 24,689	$ 23,350	$ 24,876
Interest	$ 14,527	$ 1,000	$ 2,600	$ 1,000
Part-Time Salary Recovery (NEEA)	$ 8,667	$ 12,550	$ 12,250	$ 12,550
Other Income (NEEA)	$ 455	$ 2,206	$ 2,206	$ 2,205
		$ -		
TOTAL REVENUES	**$ 193,805**	**$ 192,364**	**$ 188,175**	**$ 183,681**
EXPENDITURES				
Audit	$ 1,750	$ 1,850	$ 1,900	$ 1,900
Consulting / Speakers	$ 54,166	$ 72,200	$ 72,200	$ 73,604
Fire & Officer & Director Liability Ins.	$ 1,999	$ 2,500	$ 2,212	$ 2,300
Legal	$ 2,444	$ 2,500	$ -	$ 1,000
Meetings	$ 1,247	$ 4,390	$ 4,930	$ 4,732
Memberships	$ 5,450	$ 5,450	$ 5,450	$ 5,450
Office Equipment Rental, Stationary & Other	$ 7,898	$ 9,200	$ 10,022	$ 7,700
Office Rent, Utilities, Misc repairs	$ 45,081	$ 49,379	$ 49,379	$ 49,751
Government Relations / Marketing	$ 1,877	$ 6,600	$ 4,000	$ 4,400
Salaries & Employee Benefits	$ 43,892	$ 25,099	$ 25,250	$ 25,099
Telephone	$ 5,615	$ 3,655	$ 3,000	$ 3,254
Travel & Conferences	$ 2,568	$ 5,000	$ 4,500	$ 4,500
Total General	**$ 173,987**	**$ 187,823**	**$ 182,843**	**$ 183,690**
Net Revenue (Expense)	**$ 19,818**	**$ 4,541**	**$ 5,332**	**-$ 9**

Schedule 1

DRAFT 2

10 B

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

August

EBA's	Trade Hours 5 Yr. Average All EBAs	Trade Hours 5 Yr. Average Members	69,798,476 Total Member Hrs. % of Budget	2020 Budget $ 183,690 Base $ 115,451 2020 Assessment	2019 Assessment	Variance
Boilermakers	1,312,220	1,312,220	0.019	$ 2,170	$ 2,078	$ 92
Bricklayers	1,682,920	1,682,920	0.024	$ 2,784	$ 3,126	-$ 342
Carpenters	14,801,980	14,801,980	0.212	$ 24,483	$ 24,006	$ 477
Cememt Masons	108,240	108,240	0.002	$ 1,500	$ 1,500	$ -
Demolition	1,890,200	1,890,200	0.027	$ 3,127	$ 3,001	$ 126
Electrical		14,801,980	0.212	$ 24,483	$ 24,006	$ 477
Elevator	300,000	300,000	0.004	$ 1,500	$ 1,500	$ -
Glaziers	1,586,820	1,586,820	0.023	$ 2,625	$ 2,580	$ 45
Insulators						$ -
Ironworker	4,425,720	4,425,720	0.063	$ 7,320	$ 7,416	-$ 96
Labourer	7,670,900	7,670,900	0.110	$ 12,688	$ 12,851	-$ 163
Mechanical	10,160,260	10,160,260	0.146	$ 16,806	$ 17,345	-$ 539
Millwright						$ -
Operating Engineers	3,729,460	3,729,460	0.053	$ 6,169	$ 6,475	-$ 306
Painters OPCA	1,295,636	1,295,636	0.019	$ 2,143	$ 2,194	-$ 51
Painter/Tapers?						$ -
Plasters	220,660	220,660	0.003	$ 1,500	$ 1,500	$ -
Precast	409,980	409,980	0.006	$ 1,500	$ 1,500	$ -
Refrigeration & AC	587,680	587,680	0.008	$ 1,500	$ 1,500	$ -
Rodmen	1,595,260	1,595,260	0.023	$ 2,639	$ 2,933	-$ 294
Roofers	2,486,580	2,486,580	0.036	$ 4,113	$ 4,107	$ 6
Sprikler Fitters						$ -
Sheet Metal				$ -		$ -
Steeplejacks						$ -
Teamsters	45,000	45,000	0.001	$ 1,500	$ 1,500	$ -
Terrazzo Tile	686,980	686,980	0.010	$ 1,500	$ 1,500	$ -
Total Members	**54,996,496**	**69,798,476**	**1.000**	**$ 122,050**	**$ 122,618**	-$ 568
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				**$ 143,050**		

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

1. Use format as suggested based on the 5 year agerage of OCS employer reported m/hrs 2014 - 2018
2. Minimun dues for any EBA $1,500 per year
3. Affiliate member dues $2,000 per year

Item	Budget	Recovery	Total
Total Budget	$ 183,690		
NEEA Recovery		$ 39,631	
Affiliate Membership		$ 21,000	
Interest		$ 1,000	
Pay over %		$ 6,608	
Total	$ 183,690	$ 68,239	$ 115,451

Management's I.C.I. Hours As reported to the Ontario Construction Secretariat

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EBA	2014	2015	2016	2017	2018	5 Year Total	5 Year Average
Boilermakers	1,086,800	1,205,600	1,193,800	1,615,800	1,459,100	6,561,100	1,312,220
Bricklayers	1,924,200	1,800,600	1,637,000	1,599,600	1,453,200	8,414,600	1,682,920
Carpenters	15,663,700	13,546,400	13,823,600	14,613,500	16,362,700	74,009,900	14,801,980
Cement Masons	108,700	114,400	97,300	115,100	105,700	541,200	108,240
Demolition	364,300	3,108,000	1,697,900	1,905,000	2,375,800	9,451,000	1,890,200
Electrical	22,388,700	21,749,200	19,191,500	21,059,200	22,484,900	106,873,500	
Elevator	290,000	280,000	290,000	310,000	330,000	1,500,000	300,000
Glaziers	1,604,900	1,526,800	1,504,600	1,524,600	1,683,200	7,844,100	1,568,820
Insulators	1,150,300	1,053,200	1,176,000	1,398,900	1,685,500	6,463,900	
Ironworker	4,228,600	4,642,100	3,866,000	4,682,300	4,709,600	22,128,600	4,425,720
Labourer	7,598,300	7,371,100	7,337,100	7,719,500	8,328,500	38,354,500	7,670,900
Mechanical	9,884,900	9,784,900	9,209,900	10,548,200	11,373,400	50,801,300	10,160,260
Millwright	2,245,000	2,358,200	2,179,900	2,360,300	2,762,700	11,906,100	
Operating Engineers	3,521,100	3,564,000	4,409,700	3,632,000	3,520,500	18,647,300	3,729,460
Ontario Council of Paint	1,246,180	1,247,801	1,241,960	1,313,980	1,428,260	6,478,181	1,295,636
Local 1891 (ISCA)	1,586,931	1,494,862	1,519,760	1,536,800	1,739,853	7,878,206	1,575,641
Plasters	207,100	203,100	216,900	217,400	258,800	1,103,300	220,660
Precast	452,600	422,100	312,700	306,400	556,100	2,049,900	409,980
Refrigeration & AC	550,500	452,000	507,000	711,800	717,100	2,938,400	587,680
Rodmen	1,868,200	1,693,300	1,390,400	1,605,900	1,418,500	7,976,300	1,595,260
Roofers	2,417,300	2,460,800	2,452,900	2,524,700	2,577,200	12,432,900	2,486,580
Sprikler Fitters	2,405,600	2,435,300	2,509,300	2,516,300	2,818,700	12,685,200	
Sheet Metal	4,751,200	4,700,800	4,645,700	4,956,800	5,405,900	24,460,400	
Steeplejacks	84,500	152,100	291,300	278,300	263,700	1,069,900	
Teamsters	50,000	50,000	50,000	50,000	25,000	225,000	45,000
Terrazzo Tile	706,400	679,600	796,600	604,400	647,900	3,434,900	686,980
Total	88,386,011	88,096,263	83,548,820	89,706,780	96,491,813	446,229,687	56,554,137

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News Release

Ontario Establishes Construction Advisory Panel

New advisory panel to advise Minister on wide range of construction issues from health and safety to labour laws

September 26, 2019 10:15 A.M. | Ministry of Labour

THE BLUE MOUNTAINS - The Ontario government is partnering with the construction sector by establishing a special advisory panel to provide advice on a broad range of workplace issues, Minister of Labour Monte McNaughton announced today.

The Construction Advisory Panel will provide input on issues of interest in the construction sector to the Minister of Labour. Issues could include labour and employment law, the rise of new equipment and technologies, workplace health and safety, and injury prevention. The panel will provide an opportunity for the Minister to hear the different perspectives and concerns from construction industry partners.

"Construction is a vital engine of growth for our economy, creating good quality jobs across our province. That's why it's important that we listen to and work closely with our construction partners," said McNaughton. "This is an opportunity for the construction sector to bring their issues, concerns and changing trends directly to me and our ministry."

In order to get proper buy-in of both labour and management, it is important that a balance be struck between these groups. For this reason, the panel will be made up of between 8-12 members, with the following composition:

- At least one employee or employer representative from the Industrial, Commercial and Institutional (ICI) sector.
- At least two employee or employer representatives from the six other sectors of the construction industry.
- At least two employee or employer representatives from industry labour groups/employer groups or associations.

The establishment of an informal, multi-sector committee providing broad advice is part of the government's strategy to support the construction sector and ensure Ontario is Open for Business. The panel will complement the work of other construction-related initiatives, including the Construction Health and Safety Action Plan Advisory Group, which developed and implemented an action plan on construction health and safety.

Quick Facts

- Construction is a major industry in Ontario, employing more than 525,000 workers.
- The advisory panel, which will provide balanced representation from employer and labour groups, will meet three times a year with the Minister of Labour.

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- The Ministry of Labour oversees and participates in several construction-related working groups and committees, such as the Construction Health and Safety Action Plan Advisory Group and the Provincial Labour-Management Health and Safety Committee. These groups tend to have specific mandates; the new advisory panel will build on these efforts while enabling construction partners to express their concerns directly to the Minister.

Additional Resources

- Construction health and safety resources

Quotes

"Since becoming Minister of Labour, Minister McNaughton has shown a willingness to listen to those in the construction sector. This announcement confirms that he will continue to hear our concerns. We applaud him for doing things differently and listening to employers and workers alike."

Wayne Peterson
Executive Director, Construction Employers Coordinating Council of Ontario

"We applaud Minister McNaughton for establishing an advisory council for the construction industry. He has clearly shown an interest in consulting with a broad and diverse representation of people who understand and have worked in the industry and the importance of creating a safe and skilled trades workforce."

James Barry
Executive Chairman, International Brotherhood of Electrical Workers Construction Council of Ontario

"The health and safety of our workforce is our number one priority and Merit Ontario looks forward to providing the Minister with advice and solutions. This panel will be an important part of our efforts to ensure the voice of the open shop construction sector is heard at Queen's Park."

Michael Gallardo
Executive Director, Merit OpenShop Contractors Association of Ontario

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Media Contacts

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416-326-7405

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CECCO

Construction Employers Coordinating Council of Ontario

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

September 6, 2019

Attention: Minister of Labour Mr. M. McNaughton

Reference: Project Labour Agreements

Dear Minister McNaughton:

Recently your office requested our opinion on expanding project labour agreements to the commercial and institution sectors of the construction industry. Historically PLAs have worked well in the industrial sector creating a stable work environment for the trades and the project overall. We contacted our member employer bargaining agencies (EBA) and to date all responses to expanding PLAs to these sectors has been positive.

Concerns though have been raised relating to the mechanics of the PLA agreements in these sectors with our EBA members through CECCO requesting to be an active participant in all discussions relating to the positive changes in the legislation.

Sincerely,

Wayne Peterson
Executive Director
Construction Employers Coordinating

CECCO

PROVINCIAL BUILDING & CONSTRUCTION TRADES COUNCIL OF ONTARIO

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CECCO and Building Trades Meeting with The Honourable Monte McNaughton, Minister of Labour

MEETING MINUTES

September 9, 2019

Time & Location: 10:00am, Minister's Office-400 University Avenue, 14th floor – Toronto, ON

Attendees:

The Honourable Monte McNaughton, Minister of Labour - Ministry of Labour
Joshua Workman, Chief of Staff - Office of the Minister
Derek Robertson, Director of Policy - Office of the Minister
Wayne Peterson, Executive Director – Construction Employers Coordinating Council of Ontario
Patrick Dillon, Business Manager - Provincial Building & Construction Trades Council of Ontario
Igor Delov, Executive Assistant - Provincial Building & Construction Trades Council of Ontario

Discussion Notes

Minister McNaughton welcomed the attendees to the meeting and thanked them for coming, saying that he looks forward to the discussion and to ongoing dialogue with the construction industry. Wayne Peterson and Patrick Dillon conveyed their appreciation to the Minister for his invite, and added that they too, are eager to engage in constructive dialogue to address industry issues. Patrick Dillon noted the recent passing of Bette Stephenson, a former Cabinet Minister in the governments of Bill Davis and Frank Miller, who served as Minister of Labour from 1975 to 1978, having presided over the transition towards province-wide bargaining in 1977-78. Mr. Dillon and Mr. Peterson recalled that Minister Stephenson was a very tough lady who took on major political challenges such as widespread opposition to province-wide bargaining, and prevailed. Minister McNaughton expressed his fondness of the leadership style of Premier Bill Davis.

The group then discussed the setting up of a construction industry advisory body which Mr. Peterson observed would be an excellent idea, allowing for a sounding board through which members could freely discuss issues and concepts specific to construction with the Minister, to evaluate what works and what doesn't. As a follow-up to the previous meeting that Minister McNaughton held with the Building Trades on July 18, the idea of applying Project Labour Agreements (PLAs) to the broader public sector, as a mechanism to negotiate efficiencies and save taxpayers' dollars was also discussed. Mr. Peterson noted that in his discussions with his 25 employer bargaining agents, not one dissenting voice opposed the expansion of PLAs and Mr. Dillon noted that the Building Trades would also be supportive of such a move, although it would not be an easy thing to accomplish considering all the negotiations that would have to unfold, in light of the construction industry's nuances. Thus, it would have to be done carefully. The Minister said that he is hearing general support for PLA expansion, across the Board. Mr. Robertson asked if there might be a way to front-end the PLA mechanism whereby a consortium bidding on an Infrastructure Ontario (IO) project would have to meet PLA criteria in order to be able to bid, to which Mr. Dillon answered that there are possibilities there. However, he warned that he is not a fan of the 'one-size fits all' approach because, for instance, the commercial sector is different from the institutional sector. Mr. Peterson said that even in the industrial sector, which is the primary realm in which PLAs currently exist and operate, there would be a sentiment of 'don't touch us' being expressed by stakeholders in that sector, because their arrangements work very well and they would not want to see any unnecessary disruptions.

The discussion moved on to the 2019 round of bargaining in the Industrial, Commercial, and Institutional (ICI) sector as Minister McNaughton sought the group's feedback on how the round went and what lessons can be learned. Mr. Peterson observed that the bargaining started later than usual, and with a relatively new provincial government being in place, there was a sense of uncertainty within the industry. The bargaining therefore (generally speaking) took much longer than usual, with different trades settling later in the summer, and with the Sheet Metal trade settling after an eight-week strike. Mr. Dillon recalled that in the early 1990s, with province-wide bargaining having existed for over a decade, some voices within the industry called for the then-NDP government to conduct a review evaluating the effectiveness of province-wide bargaining. There were some issues concerning how raises are calculated (whether by percentage or by dollar amount), and some issues around Toronto dictating what went on in the rest of the province, which was a major concern. At the time, a review was conducted by George Adams who recommended that Collective Agreements move to a three year cycle, in addition to recommending the formation of what later became known as the Ontario Construction Secretariat (OCS). Furthermore, there was a discussion about potentially increasing the duration of Collective Agreements in the ICI sector from three years to four or five years. It was mentioned that the Electrical Power Systems Construction Association's (EPSCA's) Collective Agreements last five years (or longer) and that it would be useful to look at the EPSCA model for comparative and informational purposes; however, the ICI sector's specific needs would have to be taken into account if there was any movement to prolong the duration of agreements.

Mr. Dillon then made some comments about Ontario's Prevention system and the current challenges facing it; namely, that every organization that deals with construction workplace health, safety, and Prevention as a 'stakeholder' in the system, whether it's the Workplace Safety and Insurance Board (WSIB), the Infrastructure Health and Safety Association (IHSA), the Institute for Work and Health (IWH), or any number of other organization (including Ministry of Labour bureaucrats), one thing they have in common is that they repeatedly produce glowing reports about health and safety performance in Ontario's workplaces, and that this is part of what the Building Trades call 'Pretension Prevention' that plagues the system. As an example, in the aftermath of the 2009 Kipling Avenue tragedy in which four workers were killed and one seriously injured, the Liberal government at the time, led by Premier Dalton McGuinty, appointed an Expert Advisory Panel headed by former Secretary of Cabinet, Tony Dean, to write a report documenting all the flaws of Ontario's workplace health and safety system, and to come up with recommendations to fix those flaws. The problem was that Mr. Dean was instructed to keep his recommendations 'consensus' recommendations which all parties (employer and employee representatives) would agree to, regardless of whether those recommendations would actually move the yardstick on health and safety. That kind of 'Pretension Prevention' mindset is extremely problematic because it undermines actual health and safety advances from happening in an innovative and unimpeded way. Mr. Dillon added that the safest and most Prevention-oriented companies in the country are also the most profitable; a view shared by Jim Stewart, an Executive Vice-President with DuPont who sat on the Ministry of Labour's Prevention Council, and that every effort to undermine real, proactive Prevention, is a step in the wrong direction. Minister McNaughton acknowledged Mr. Dillon's observations and pointed out that a considerable amount of workplace complaints documented by the Ministry of Labour have been related to harassment-related issues (upwards of 75%) as opposed to safety issues. Depending on each circumstance of course,

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harassment issues may or may not have an impact on safety, and Mr. Dillon stated that there is a way of dealing with harassment but everyone around the table agreed that the safety enforcement branch of the Ministry of Labour must focus and prioritize ensuring that workers *work safely* over and above the harassment problem, and that the priority for workers and employers alike, should be legitimate safety concerns and not (sometimes-frivolous) harassment complaints that take up limited MOL resources.

Finally, the discussion centered around the integrity of Ontario's trades training system and the potential impact of Bill 100, Schedule 40 which enables the government to effectively de-skill the trades away from the fulsome skilled-trades model, to a modularized, fragmented "skill-sets" model of workforce training which the Building Trades and unionized employers find extremely problematic and are opposed to. It was made clear that the push for Schedule 40 did not come from the unionized construction industry, but rather from certain employer groups who (minimally, if at all) hire apprentices and have minimal or non-existent interactions with the apprenticeship system.

Minister McNaughton asked if there could be a bigger role for unionized training centres to play, in the province of Ontario, to which Mr. Dillon answered yes, and that those centres spend their time focusing on what the future holds for their trade, rather than on lobbying government (as the Community Colleges do) for continued funding that isn't based on apprenticeship completion rates, innovation, or any other market-based measure of performance. Minister McNaughton noted his recent visit to the IBEW local 586 training centre in Ottawa where he had an opportunity to see, first-hand, the high-quality training that is delivered to the next generation of electrical workers, and that he looked forward to similar such visits to other trades' training centres. Mr. Peterson said that one major advantage of the joint apprenticeship training system that has been in existence for decades in Ontario, is that it allows for resources to be devoted to 'test out' new (and different) ways of practicing a trade (whether by trial and error or otherwise)
and that this advantage has bolstered employers' (and employees') relationships with suppliers and manufacturers, culminating in a culture of constant innovation that strengthens the province's economy.

Moreover, the relationship that the Building Trades training centres have with community groups (and specific programs) have helped diversify the construction workforce while also helping to lift people out of poverty by providing a gateway to meaningful construction trades careers. Minister McNaughton cited the success of the HammerHeads and the Helmets to Hardhats programs as two such examples, and asked if there is a way to 'scale up' these programs towards broader implementation, province-wide? Mr. Dillon said that the best way to do that would be through the inclusion of community benefits mechanisms at the provincial level, and that if the government was interested in looking at pilot-projects to implement community benefits in specific communities, the Building Trades would be very interested to pursue such an arrangement. After all, each community in Ontario has specific demographic and economic circumstances and attention would have to be paid to the particular needs of each area. One potential example in the Southwestern Ontario region (including the Minister's own riding of Lambton-Kent-Middlesex) where community benefits would be useful, would be to implement such a framework in the context of the nuclear refurbishment and major component replacement work that is underway at Bruce Power; a point that resonated very highly with Minister McNaughton.

On a side-note, Mr. Dillon updated the Minister on ongoing efforts by the Building Trades to bring in independent, third-party, not-for-profit monitoring of workers employed at the Port Hope Area Initiative (PHAI) in Port Hope and Port Granby, Ontario, adding that the federal authorities (Natural Resources Canada, the Canadian Nuclear Safety Commission, Atomic Energy of Canada Limited, Canadian Nuclear Laboratories, and others) have been less than co-operative on this file, and that the Building Trades will keep pushing for reassurances that the workers on-site are indeed as safe as the federal authorities claim they are. Minister McNaughton stated his interest in the matter and asked to have ongoing updates in the event that Ministry of Labour involvement may become necessary.

In concluding the meeting, Mr. Peterson and Mr. Dillon kindly thanked Minister McNaughton for taking the time to meet and to have a discussion about some of the major issues impacting Ontario's construction industry, and the Minister pledged to keep the dialogue going.

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Construction Employers Coordinating Council of Ontario

CECCO

We are lobbying for union contractors

Ontario Legislation
Passed, Proposed, Perceived
August 2019

Presentation to ORAC Board of Directors
September 26, 2019

CECCO

Management's multi-trade voice to Governments, Provincial and Federal on legislation relating to the unionized industrial, commercial and the institutional (I.C.I.) sector of the construction industry

Ontario Ministry of Labour

- **A revolving door**

Liberal Government pre June 2018

Minister Kevin Flynn – 4.5 Years

Conservative Government June 2018 – June 2019

Minister Laurie Scott
Chief of Staff – Leaf Malling
Policy Advisor – Dr. Michael Bonner

Conservative Government June 2019 –

Minister – Monte McNaughton
Chief Policy Advisor – Josh Workman
Policy Advisor – Andrew Roberts
Stakeholder Relations – Walid Abou-Hamde

Previous Government Screw Up

- Bill eliminated sections of previous government's Bill 148
- CECCO lead a lobby group

lobby group comprising of Electrical Power Systems Contractors Association (EPSCA), Council of Ontario Construction Associations (COCA) and the Ontario Residential Council of Construction Associations (ORCCA) promoting these changes

Bill eliminated sections of previous government's Bill 148

Repealed Employment Standards Act (ESA) Section 50 two paid personal emergency leave days

Repealed ESA minimum of three hours pay for being on-call

Repealed ESA three hours' pay in event of cancellation or change of a shift
Eliminated the Ontario College of Trades

CECCO lead a lobby group comprising of Electrical Power Systems Contractors Association (EPSCA), Council of Ontario Construction Associations (COCA) and the Ontario Residential Council of Construction Associations (ORCCA) promoting these changes

R2

MOL
Bill 66 – Reducing Unionized Construction Market

- **CECCO worked with the Ontario Construction Secretariat (OCS) lobbying the affected municipalities to opt-out.**

Bill revised the Labour Relations Act (LRA) allowing certain bodies signatory to construction labour agreements to be deemed a non-construction employer

> **Municipalities and local boards, school boards, hospitals, colleges and universities all within the meaning of their specific acts**

These bodies where able to opt-out of the legislation with a time line of ninety days after the Bill received royal assent

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CECCO

We are currently talking with the Ministry of Labour regarding proposed legislation and pending regulations.

Ministry of Labour: Rumors, Innuendos, Discussions

- Further revisions to the Labour Relations Act
- Cut costs
- Reduce frivolous grievances
- Construction advisory panel
- Project labour agreements
- Term of collective agreements
- Trades training revisions

Legislation re: Designation Orders – The Ministry (MOL) may designate employer and employee bargaining agencies in the construction trades of Ontario. The previous Minister asked about them and there be some consideration to making changes

Prior to this round of bargaining it was suggested the MOL were considering changes to section 1.4 of the Labour Relations Act . The issue has been raised. Labour's concern - double breast (allowing a company to operate multiple companies engaged in the same business union and non-union).

Ministry of Labour has verbally advised that construction in general takes up more the fifty percent of the Ministry's time as well as the cost of the ministry's operation.

We investigate mechanisms that could deal with jurisdictional disputes without going through the Ontario Labour Relations Board (OLRB).

In a similar vein the MOL would like to restrict the number of small and frivolous grievances going to the OLRB.

Construction Industry Advisory Panel. This panel would be used as a sounding board addressing the MOL's & our concerns

TConsider changing the legislation to allow Project Labour Agreements in segments of the construction industry outside of the current industrial sector

Consideration is revising the length of the construction labour agreement from the current three years to four or five year terms.

MTCU approach to Bill 100, Schedule 40 Modernizing The Skilled Trades Apprenticeship Act could create a major disruption with trades current scope of work and hence issues for the MOL

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CECCO

We are currently talking with the Ministry of Training, Colleges, and Universities (MTCU) regarding proposed legislation and pending regulations.

Bill 100 – An Act to Implement Budget Measures, Schedule 40 – Modernizing the Skilled Trades and Apprenticeship Act (MSTAA)

Skill Set Legislation

- Skill sets in contrast to a trade
- Skill sets described in terms of activities
- Elimination concept of compulsory trade
- Concept of restricted activities

As a result of amendments made to the Ontario College of Trades & Apprenticeship Act (OCTAA)in Bill 47 last fall the MSTAA replaces the OCTAA as a statutory vehicle for regulating the trades and apprenticeship.

The legislation for the MSTAA is very skeletal providing only a framework.
The new act places significant powers in the lands of the Minister and a new bureaucratic position: the Registrar of Skilled Trades & Apprenticeship.

How these powers are exercised will determine the real important and extent of the changes that are coming.

Key features of the proposed MSTAA

Skill sets will be prescribed by regulation in contrast to the concept of a trade although trades will also be prescribed by regulation

Every trade or skill set will be described in terms of activities of a trade and will replace the concept of scope of practice

The elimination of the concept of a compulsory trade and in its place introduces the concept of restricted activities. These are not included in a trade or skill set unless a regulation says so and can be introduced into one or more skill set or trade

MSTAA will prohibit individuals from preforming restrictive activities unless the apprentice is an apprentice in a trade or skill set that includes the restrictive activity or holds a certificate of restrictive practice.

Sets ratios at 1:1 apprentice to journeyman

Ministry of Training, Colleges, and Universities

Industry's Critical Concerns:

- **Red Seal**
- **Public & Worker Safety**
- **Competency Standards**
- **Value of the Certificate of Qualifications (CofQ)**

Red Seal - Ontario's apprenticeship reform needs to reflect our province's and our industry's historic commitment to the Red Seal. The Red Seal Endorsement is the gold standard for the trades. It ensures tradespersons will have their competency recognized everywhere in Canada

Public & Worker Safety - Apprenticeship reform must uphold public and worker safety in compulsory certified trades. Each trade has varying degrees of risk.

Competency Standards - Apprenticeship reform should maintain our province's high competency standards for performing all trades work. To build safe and effective infrastructure Ontario needs skilled trades professionals who will invest in training and ongoing education to perform complex work and adapt to evolving technology.

Support our Apprentices by upholding the value of the C of Q - To encourage individuals to pursue a career in one of the trades we must enhance, not diminish, the value of a Certificate of Qualification (C of Q).

Anyone considering a career in a trade must feel confident they will be properly trained to do the work safely and effectively. Parents and school counsellors will also want that assurance before encouraging students to consider such a career path.

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Prompt Payment Legislation

- **Federal**
- **Provincial**

Federally:

Federal Prompt Payment for Construction Work Act , Bill C-97 received Royal Assent on June 21, 2019, but Cabinet has yet to determine the date the law becomes effective.

Good news is that the Bill was passed before the election was called.

Provincially:

Bill passed in legislature in the summer of 2018 with the adjudication process to come into effect October 1, 2019.

In July the Attorney General announced the designation of ADR Chambers Inc. to act as Authorized Nominating Authority

Chambers will oversee the new adjudication regime:

- Develop information website on the process
- Develop training for adjudicators
- Qualifying individuals as adjudicators
- Appointing adjudicator to disputes
- Publish educational materials

October 1, 2019 subject to application transition rules, parties to construction contracts and subcontracts will be able to receive a binding decision in approximately six weeks

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Government announces next step in changes to Ontario's construction industry

Today, Attorney General Doug Downey announced the designation of ADR Chambers Inc. (the "Authority") to act as Authorized Nominating Authority under the *Construction Act* (the "Act"). This is an essential next step to the full implementation of a first-in-Canada prompt payment regime to support our construction industry in this province. Ontario's leadership will cut through red tape, help create and keep jobs, and attract investment to the province.

ADR Chambers Inc. has significant experience delivering alternative dispute resolution services across a broad range of sectors and industries. In its capacity as the Authority, it will be responsible for overseeing the new adjudication regime by performing the duties and services set out in the Act and supporting regulations. Some of the key services the Authority will provide are:

- developing a website to enable parties to learn about adjudication and access services;
- developing and overseeing training programs for adjudicators;
- qualifying individuals who meet the prescribed requirements as adjudicators;
- maintaining a fee schedule, a code of conduct for adjudicators, and a complaints procedure;
- appointing an adjudicator to a dispute from a roster of qualified professionals it will maintain, if requested by the parties; and
- publishing educational materials regarding the adjudication process, and an annual report containing aggregated information regarding adjudication in Ontario.

The Authority will operate independently of government and will be self-funded.

The Authority was selected following an open Call for Applications designed to evaluate the organizations that applied for the role. The Ministry retained Dentons Canada LLP to act as an independent fairness monitor for the application process, and the process was administered by Ernst & Young acting as an independent due diligence provider.

The Authority is currently preparing for regular operations and developing an adjudication website that will include information about the Authority's process to qualify as an adjudicator.

Ontario is open for business and open for jobs, and our government is implementing industry-leading changes to the construction sector as part of our plan to restore the province as an economic powerhouse.

For further information, please contact the Authority:

Attn: Allan J. Stitt, President & CEO, ADR Chambers
Email: adr@adrchambers.com
Phone: (416) 362-8555

The new prompt payment and adjudication processes will come into force on October 1, 2019.

Ministry of the Attorney General
www.ontario.ca/attorneygeneral

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Ontario Construction Secretariat

KNOWLEDGE TO BUILD ON

AGM & CONFERENCE 2019

SEPTEMBER 25-26, 2019

BLUE MOUNTAIN VILLAGE CONFERENCE CENTRE

Tuesday September 24

4:00 pm **OCS Staff Site Visit**

6:00 pm **OCS Staff & Board Dinner,** *Tholo's*

Wednesday September 25

9:00 am **OCS Board of Director's Meeting** *(Algonquin)*

11:00 am **Conference Registration**

11:30 am **Lunch Buffet** (Nipissing)

1:00 pm **Welcome** (Georgian Bay Ballroom)
Robert Bronk, Chief Executive Officer, Ontario Construction Secretariat

1:05 pm **Keynote Speaker – "Breaking Barriers: Embracing Disruption and Change"**
Bruce Linton, Founder & former Chairman/Co-CEO, Canopy Growth Corporation

2:15 pm **Networking Break (Georgian Bay Foyer)**

2:45 pm **Demographics and Diversity: A Portrait of Ontario's Unionized Construction Industry**
Adam Cywinski, Prism Economics and Analysis

3:30 pm **Building Our Future Workforce**
Moderator: Arlene Dunn
Panelists: Ron Johnson, Excecutive Director, Interior Systems Contractors Association
Sean McFarling, Senior Legal Counsel, LiUNA OPDC
Adam Melnick, Director Government & Community Relations, Insulators Local 95

4:15 pm **Closing Comments**
Robert Bronk

6:00 pm **Reception**
Georgian Bay Foyer

6:30 pm **Dinner**
Georgian Bay Ballroom/Patio)

<u>Thursday September 26</u>

7:30 am	**Breakfast** *(Georgian Bay Foyer)*
8:30 am	**Annual General Meeting** *(Georgian Bay Ballroom)*
9:45 am	**Break**
10:00 am	**HOLD – Government Greetings by MOL Monte McNaughton**
10:15 am	**Keynote Speaker – "Political Landscape"** *John Ibbitson, Globe & Mail*
11:15 am	**Closing – Robert Bronk**
11:30 am	**Lunch "To Go"**

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September 2019

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Ottawa, Ontario
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csls@csls.ca

CENTRE FOR THE STUDY OF LIVING STANDARDS

Productivity of Unionized and Non-Unionized Workers in the Construction Sector: A Review of the Literature

Simon Lapointe

September 2019

Draft

Prepared for the Ontario Construction Secretariat

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DEMOGRAPHICS AND DIVERSITY: A PORTRAIT OF ONTARIO'S UNIONIZED CONSTRUCTION INDUSTRY

Draft Report, September 2019

PRISM
ECONOMICS AND ANALYSIS

Prepared by Prism Economics and Analysis for

OCS
Ontario Construction Secretariat

Sheet Metal Worker

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 4,150 Sheet metal workers working in the Ontario construction industry, 2,560 (62%) of which were unionized. The rate of unionization is slightly higher in Toronto (70%), Muskoka (69%) and Ottawa (65%). Women account for a small portion (0.4%) of the unionized workforce, slightly lower than the total Sheet metal workforce. More than half of the unionized workforce reported a certificate of qualification as their highest form of education, which is likely the result of it being compulsory trade. Nearly one-fifth of unionized workers are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial in Windsor-Sarnia, as there are 40 workers aged 55 and over, accounting for 35% of the unionized workforce.

4,150 TOTAL WORKFORCE

38% NON-UNION

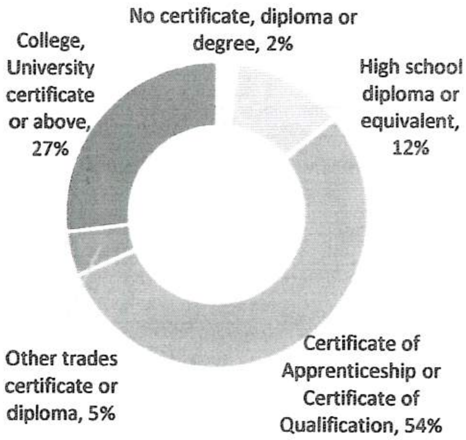
62% UNION

AVERAGE EARNINGS

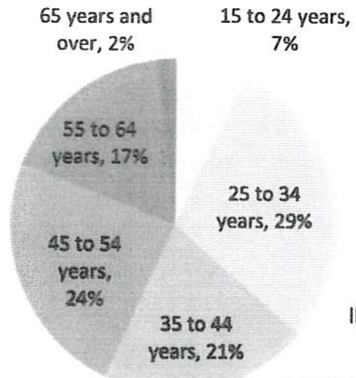
$62,737 UNION

$57,290 TOTAL WORKFORCE

EDUCATION



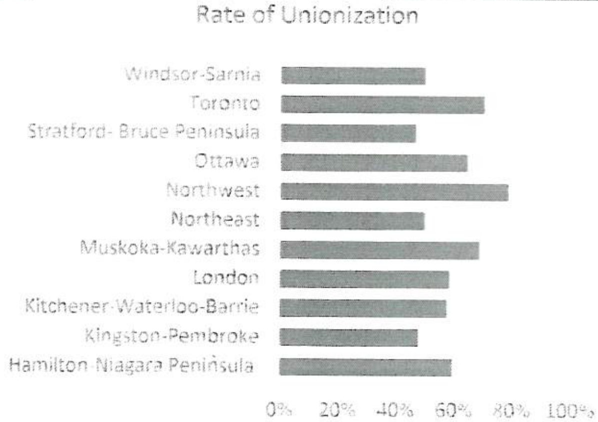
AGE

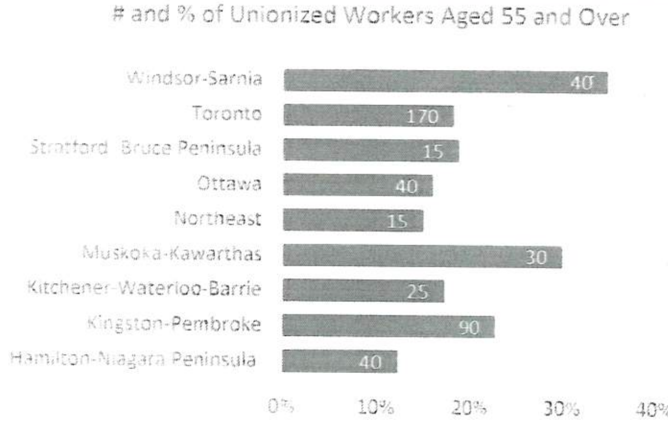


DEMOGRAPHICS

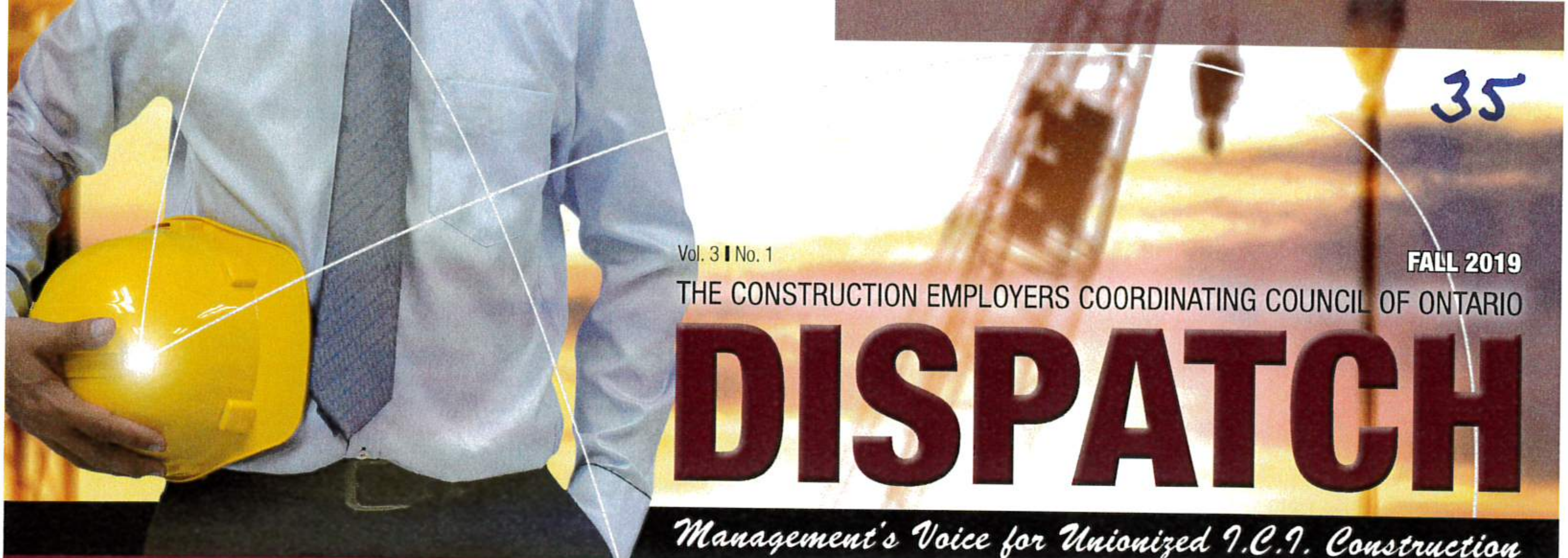
	UNION	TOTAL WORKFORCE
FEMALE	0.4%	1%
IMMIGRANTS	11%	11%
VISIBLE MINORITIES	7%	6%
INDIGENOUS PEOPLES	3%	4%
PERSONS WITH DISABILITIES	10%	11%

REGIONAL PROFILE





Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

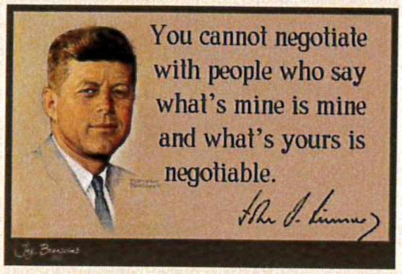


Vol. 3 | No. 1 FALL 2019
THE CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

DISPATCH

Management's Voice for Unionized I.C.I. Construction

Message from the Executive Director



Did Our EBA's Get A Good Deal?

As the 2019 round of collective bargaining slowly draws to a close, I am sure each Employer Bargaining Agency is considering their own post-mortem.

I recall a conversation that a friend was having with a car salesman – not the one he dealt with – who had asked him if he got a good deal on the car he purchased. The salesman's question was two-part: 'Did you get the vehicle you wanted and did you pay a price you were willing to pay?' My friend responded with a '*yes*' on both counts, and with that the salesman advised him that he did indeed receive a good deal.

Did our EBA's get a good deal in this latest round of negotiations? Using the above salesman's analogy, I am inclined to say 'no' we did not. We paid a price we were willing to pay, but we did not get the car we wanted. What did we get? I guess the short answer, for the most part, is labour peace and another opportunity to get it right in three years. I believe the vast majority of our EBAs are in agreement that for our contractors to compete in the open construction market, we require improved hiring hall practices as well as labour mobility. What steps can we take to address this shortfall?

An issue that seemed to percolate to the forefront with this round of negotiations was regional economic differences. One EBA called this "the Toronto factor." It was suggested by a number of trades that union representatives and contractors located within the Ontario Labour Relation Board area eight controlled the discussions and defined their negotiations to the detriment of the balance of the province. Moving forward, how do we deal with this issue? Is it time to ask for a

... continued on page 2

What to do AFTER The Negotiation is Over

Just getting to the end of a negotiation is only the start

The negotiation is over and done with (or at least the meeting portion), and the negotiation styles and techniques have all been put away. Now you can go home, put your feet up and relax until the next meeting. Hold on – it turns out that things really don't work that way. Reaching the end of a negotiation is when the work really begins. Do you know what you need to be doing now?

WHAT WAS ACHIEVED? The most important thing to realize is that you need to get together with your negotiating team as quickly as possible after the negotiation is over. Our memory of what happened starts to slip very quickly, so speed is of the essence. One of the most important things to discuss is a review of whether or not you got what you wanted.

If you had taken the time to define your objectives before the negotiations started, then you'll be well-positioned to evaluate the outcome. If it turns out that you were unable to meet your objectives, then this is the time to delve into why that happened. Your goal needs to be to learn from what happened and improve your odds of meeting your objectives the next time that you negotiate.

WHAT HAPPENED? In every negotiation, there will be both good things that happen and bad things that happen. What you and your team are going to have to do is sit down and come up with answers to questions, such as what did you do that worked out? What went wrong? What could have been handled better?

Your goal in doing all of this is to learn from what happened. Your goal has to be to use this knowledge to improve how you go about negotiating. You'll also want to talk to your negotiating team and get their feedback on how things went – what were their impressions?

HOW HAVE YOUR ASSUMPTIONS CHANGED? When we walk into a negotiation, we bring along our set of initial assumptions. These are effectively our best guess at where we think the other side is coming from and what they'd like to be able to achieve by negotiating with us. These assumptions are not always correct.

You may need to be open to letting your assumptions go. At the very least, you will probably find yourself having to either modify or eliminate some or all of them. It will be the additional information that you have picked up during the negotiations that will guide you as you evaluate your assumptions. Keep in mind that one of the worst things that a negotiator can do is to hold on to assumptions that are wrong.

WHAT DOES ALL OF THIS MEAN FOR YOU? It is a very natural tendency to want to take a break once either a complete principled negotiation – or at least a part of it – has wrapped up. It turns out that this is exactly the point-in-time when you need to be at the top of your game – there's work to be done here.

The very first thing that you need to do is to meet with your negotiating team and review what has been achieved by your participation in the negotiations. How does this align with the objectives that you had mapped out before the negotiations started? Next you need to review how the discussions went. What was good about how things unfolded and what did you think was bad? Was there anything that you could have done differently? Finally, based

... continued on page 2

Message from the Executive Director ... continued from page 1

review of the provincial bargaining practices that came into being in the mid-70s with minor tweaks in the mid-90s? If this is the case, what would we like to see on the bargaining front?

Moving to discussions with the Ministry of Labour, it appears that with the change of Ministers, resolving the jurisdictional dispute issue has been moved off the front burner. Minister McNaughton is keen on re-instituting the Construction Advisory Panel in line with the advisory panel that was in place under the Davis government. Also being considered by the Ministry is extending the collective agreement to a four- or five-year term. Minister McNaughton also expressed concern for the number of lost-time and critical injuries sustained in our industry. Moving forward, he is looking for assistance and is requesting our input into new programs that will ensure worker safety.

CALENDAR OF EVENTS

October 8 – a.m.
Third Quarter Council Meeting

November 12 – a.m.
Post Bargaining Symposium

November 26 – a.m.
Executive Committee Meeting

December 10 – a.m.
Fourth Quarter Council Meeting

For more information and / or meeting location, please contact CECCO at **(905) 677-6200.**

THE CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

DISPATCH

The Construction Employers Coordinating Council of Ontario (CECCO) **DISPATCH** *newsletter is published two times per year and spearheads the association's communication efforts. It is designed to ensure members are kept abreast of current CECCO undertakings, as well as relevant educational opportunities and industry news.*

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What to do AFTER The Negotiation is Over ... continued from page 1

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on what has happened so far, how have your initial assumptions had to be changed?

I have often found that I've learned the most from my negotiations after they are over. It's only when I have time to reflect on what has happened that I am able to understand how things fit together to lead me to the results that were achieved. The next time that you are involved in a negotiation, when it's over, take the time to review what you've learned and you just might be surprised.

- Dr. Jim Anderson, Blue Elephant Consulting

CECCO MEMBER PROFILE

Noel Marsella

Architectural Glass and Metal Contractors Association

People in the construction industry are some of the hardest working and most down-to-earth people you will ever meet, says Noel Marsella, executive director of the Architectural Glass and Metal Contractors Association (AGMCA). And, he can attest to this having been directly involved in the industry for the past 40 years.

The 62-year-old made his debut in the architectural glass industry in 1979 when he accepted a position at Byrne Glass in Toronto. By 1983, armed with industry expertise and knowledge, he started his own firm – Royaltech Glazing Systems Ltd– which he ran successfully for 35 years before a brief retirement in the fall of 2017.

Retirement wasn't in the cards for Marsella, though. After a few months, he made a return to the industry in January 2018 when he accepted the role of executive director of AGMCA.

"My company was a member of the AGMCA for 30 years, and it was through interaction with the association members that I finally became a volunteer director in 2014," he says. "After I retired from business in 2017, I remained a member of the AGMCA board, and became executive director in January 2018."

The position of AGMCA executive director seemed a natural fit for Marsella, who was also a past president of the Metro Toronto Glass Association (now the Ontario Glass and Metal Association), as well as a director for 10 years before that.

"Through my experience as past president of the Metro Toronto Glass Association, I met and interacted with many industry members and groups," he says. "Being the executive director of AGMCA allows me to continue to actively participate in the industry I know and love."

With 35 years of business ownership under his belt, Marsella is well versed in the many challenges that AGMCA members face every day.

"Getting paid on time is still a huge issue, and hopefully the new prompt payment legislation will help us with that," he explained. "Another huge challenge we deal with daily is finding and retaining qualified workers."

AGMCA is dedicated to help alleviate the issue of the skilled labour shortage and is a big proponent to trades training. In fact, the association was the main catalyst behind

Ontario's Glazing and Metal Mechanic Apprenticeship program.

"To this day, AGMCA agrees with CECCO in the belief that apprenticeship training is vital to the health of our industry," Marsella says. "Our members have invested heavily in our world-class training facility and the programs it delivers. Our members demand a strong, well-trained, centralized work force that can meet our needs."

Marsella believes that strong relationships are key to any successful business. A major part of his role at AGMCA is to continue to strengthen and develop the relationship with the International Union of Painters and Allied Trades (IUPAT).

"I believe that the strong relationship that I have with the union really helped me at the bargaining table in 2016 as a director, and again in 2019 as AGMCA executive director," he says.

Being involved with CECCO as a council member has also assisted Marsella and AGMCA. Not only does the affiliation allow for vital interaction with other employer bargaining agencies, it also allows AGMCA to stay in tune with top industry issues.

"CECCO provides a unified voice for the construction industry, especially when it comes to government issues," he said. "For example, CECCO provided valuable input on behalf of the 21 different trade employer groups, and the 53,000 journeypersons and apprentices it represents, to the Ministry of Training, Colleges and Universities with regards to Bill 47 – Modernizing the Ontario Apprenticeship System."

When not representing AGMCA on the industry stage or board room table, Marsella enjoys spending his time at the family cottage with his wife, Cheryl, three children and four grandchildren. But, as October rolls around, the 20-year minor hockey league coach is now setting his sights on the upcoming Toronto Maple Leaf hockey season.

"I am a die-hard Toronto Maple Leaf supporter," Marsella says. "I've waited since 1967 for a Stanley Cup to return to Toronto and we're very close to re-claiming the big prize. I can only hope that maybe this year will be the year!"

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DISCLAIMER: In compiling this update CECCO is entirely reliant on information provided by the trade representatives. CECCO endeavours to confirm the accuracy of the information but cannot guarantee the accuracy nor accept responsibility for any errors . If any information is pertinent to any trade negotiations, it is suggested that the specific trade(s) be contacted directly to confirm the information.

FOOTNOTE #1 Questions arise from time to time about dates of Application for Conciliation and dates of Appointment of Conciliation Officers (and scheduled meeting dates). Further, Officers may schedule single or multiple meetings. We receive information in various forms and we try to be as specific as possible with dates. If you have any questions, about what the date means, it is best to clarify.

FOOTNOTE #2 Legal Strike/Lockout dates are determined by the release date of a formal "No Board Report" letter from Conciliation. The meeting date which led to the formal Report is not normally important. Also, the Legal Strike/Lockout Date is, as it suggests, the earliest date that a legal strike or lockout can occur but it *does not mean* that a strike/lockout must occur on that date. That is why there is a separate column for that information.

UPDATE #31 - CECCO - I.C.I. STATUS OF NEGOTIATIONS 2019 -

As of: September 6, 2019

<< Please See Disclaimer At End >>

EBA		Proposal Exchange	Meeting Dates	Conciliation (See Footnote #1 at end) Status	Officer	Strike / Lockout (See Footnote #2 at end) Began	Ended	Signed	Memorandum of Agreement Monitary Details	Ratification Date	Notes Clarifications
Boilermakers	#NAME?		Apr 8 - 10	Appointed	Dale Leckie				Provincial	Not	Minor language improvements
			Apr 22 - 24						Yr 1 2.2%, Yr 2 2.2%	Required	No Retroactivity
			May 15 - 17						Yr 3 2.2%		
			25-Jul								
Bricklayer			Apr 17 & 18						Yr 1 2% Yr 2 2%	31-May	
			07-May						Yr 3 2%		
									$3.30 - $3.45 over 3 yrs		
Carpenter			Mar 21 & 22						Carpentry Brd Area 8	Ratified	Board Area 8 settlements 6.16% increase
			Mar 28 & 29						Yr 1 $1.15 Yr2 $1.30	12-May	No language chenges
			Apr. 4						Yr 3 $1.20 = $3.65		
			23-Apr						Formwork Brd Area 8		
									Yr1 $1.15 Yr2 $1.30		
									Yr 3 $1.30 = $3.75		
									Carpentry Brd area 18		
									yr 1 $1.00 Yr 2 $1.10		
									Yr 3 $1.10 = $3.20		
Cement Masons			07-May						Same as Labourers	01-Jun	Will follow after labourer's meetings
									$1.20 per year - 3 years		
Demolition		07-Feb	Apr 8-10	Appointed	E. Tonellato				Yr 1 $1.25 - 2.35%	22-May	Full Provincial mobility
									Yr 2 $1.50 - 2.78%		3 employer to 1 union name hiring
									Yr 3 $1.50 - 2.71%		Common Provincial labour classifications
Electrical	Agreed	20-Jan	11-Feb						Yr. 1: $1.25, Yr. 2	Feb 13/19	Kept in line with Ecomomist inflation 6.2%
	to								$1.40, Yr. 3: $1.40		over next 6 yrs. PNWA cap $1.00 - 8 trades.
	protocol										Meaningful changes locally. No prov. language
											revisions
Elevator			Mar 7 & 8	Appointed	G. Loranger				Yr 1 $1.00 (1.5%)	Not required	No Board Report released April 14th
			Mar 27-29						Wage formula to	Settled	Legal strike/lockout 12:01 am - May 1st
			Apr 8 &9						determine Yr 2 & 3		
			Apr 26 - 30								
Glaziers			21-Mar	Appointed	G. Loranger				Toronto & Ottawa	27-May	
			Apr 11 & 15						6.3% 3 yrs		
			08-May						Balance Prov 6% 3 yrs		
									Tor $1.00, $1.15, $1.25		
Insulators			Meeting in						$4.05 over the 3 yrs	27-May	
			Progress						$1.50 yr 1, $1.25 yr 2		
									$1.30 yr 3		
Ironworkers			27-Mar	Appointed	E. Tonellato				No board report issued Aug 2		All monetary issues agreed to
			08-Apr						Union in strike position Aug 19		Outstanding issue name hiring of certain
			June 4 & 5						Total increase $4.00	Ratified	individuals on larger projects
			27-Jun						Yr 1 $1.40 Yr2 $1.30	Aug 26/19	Wages increase effective Sept 1/19
			July 25 & 26						Yr. 3 $1.30		Improved language: recall, name hire,
											flexibilityprocessing layoff paperwork
Labourers			Apr 11 & 12						Settled master portion	Ratified	No Board Report released April 14th
			May 3 & 4						settled	14-May	Legal strike/lockout 12:01 am - May 1st
									Increase varies by area		
									$2.60 - $3.60 over 3 yrs		
Mechanical		13-Feb	Feb 27 & 28		E. Hawrysh	Anticipated			Tentative Settlement	10-Jun	No Board Report released April 14th
			Apr 9, 10, 11		Garth	09-May			Details to follow		Legal strike/lockout 12:01 am - May 1st
			29-Apr			01-Jun			Provincial average $4.09		Potential strike posponed until late May
			Apr 30 & May 1						6.77% Prov Average		$ settlement will be retro to May 1
			May 22 - 23								Management has provided final offer
											Labour requested 48 hours to consider
			27-May								Prov. Recall language

EBA		Proposal Exchange	Meeting Dates	Conciliation Status	Conciliation Officer	Strike / Lockout Began	Strike / Lockout Ended	Signed	Memorandum of Agreement Monitary Details	Ratification Date	Notes Clarifications 38
Millwrights			21-Mar	Appointed	E. Tonellato				Yr. 1 $1.30, Yr 2 $1.33	25-May	Memorandum of agreement
			01-Apr						Yr. 3 $1.35 = $3.98	Ratified	Details will not be released until ratification
			29-Apr						2% increase travel & R & B	26-May	40 Hour work week across the Province
			May 6 & 7						6% Vac & 4% Stats		Effective May 26
Operating Engineers			04-Feb	Appointed					Yr 1 $1.50 Yr 2 $1.50	Ratified	No Board Report released April 14th
			Mar 18-19						Yr 3 $1.25 = $4.25	14-May	Legal strike/lockout 12:01 am - May 1st
			03-Apr								Some language improvements
			Apr 29 & 30								
Painters OPCA (A)			Have Met	Requested							
			11-Jul	Appointed	G. Loranger				Memorandum of Agreement	vote Aug. 1st	Waiting response to Management offer
			Talks ongoing						reached July 22		
									2% per year = 6%		
IUPAT Tapers (B)									Toronto Yr 1 $1.20 Yr 2	26-May	
									$1.20 Yr 3 $1.40 = $3.80		
									Out side Toronto		
									Varies at lower rate		
Plasterers			16-Apr						Ranges from $3.20 - $3.75	Ratified	
Precast			Wk Mar. 25	Requested					Yr. 1 $1.25 Yr. 2 $1.25		TBA increases to travel & out of town rain
			Apr. 29 & 30						Yr. 3 $1.25	Ratified	days
											Local 506 Ecector/Finisher - 6.65%
											Local 837 Erector Finisher - 6.9%
											Advised April 8/19 labour membership
											rejected offer
											Deleted current make-up time language
Refrigeration			03-Apr	Requested					Yr 1 $1.45 Yr 2 $1.41	June 30/19	Minor trade specific language revisions
			18-Apr						Yr 3 $1.34 Total $ 4.20		Management ratified anticipated labour by
			07-May								end of June
Roofers			Mar 21 & 22	Appointed	E. Tonellato				Toronto $4.10 = 7.4%	Rejected	No Board Report to be released April 14th
			Apr. 3 & 4						Balance Prov $ 3.40 %		Union will be in strike position May 1st
			Apr. 23 & 24						varies across Prov.		Paid $0.10 for significant language changes
			26-Apr						Toronto $4.20,Ottawa	Ratified	Several beneficial local language revisions
			May 7 & 8						TBA, Balance $3.50		
Rodman			Mar 25 & 26						Yr 1 $1.20 - 2.1% Yr 2	June 25/19	
			Ari 26						$1.20 - 2.1% Yr 3 $1.20		
									2.10%		
Sheet Metal			20-Mar	Appointed	E. Tonellato	06-May			Yr 1 $1.25 Yr 2 $1.40	Voting	No Board Report released April 14th
			Apr 1 & 2			Remain			Yr 3 $ 1.40	June 29 -	Legal strike/lockout 12:01 am - May 1st
			Apr 25 - 26			on strike				06-Jul	Have been meeting weekly
			May 16, 22, 23						Increases effective	Ratified	Union Bargaining committee recommending
			May 27 & 28						08-Jul-19	08-Jul	Workers advised to contact employer re
									Toronto Regional Allowance $.50		return to work
									Ottawa Regional Allowance $.35		Regional Allowances: Hrs. worked, attracts no
			05-Jun-19								vac pay: toronto $0.50, Ottawa $.035
Sprinklers			Apr 22-26						Settlement at cost of	Pending	(National) Yet to be ratified
									living in line with		
									Electrical		
Steeplejack									Yr 1 $2.50 Yr 2 $1.00	Ratified	One time $400 signing bonus
									Yr 3 $ 1.00		
Teamsters			TBD						$1.00 each yr. 3 yrs	Ratified	
Terrazo & Tile			No new dates	Requested							
			26-Jun	Appointed	E. Tonellato						Preliminary discussions only
			July 22 & 23								Waiting to see how raiding pays out
											Exchanged Proposals

CECCO

Construction Employers Coordinating Council of Ontario

PROVINCIAL BARGAINING WORK STOPPAGES
1978 To 2016 Round of Bargaining

Year	Trade	Date of Work Stoppage	Date Returned to Work	Duration
1978	Carpenters	14-Jul	September 6 or 7	8 weeks
1980	Terrazzo, Tile	12-Jun	07-Jul	3.5 weeks
	Carpenters	16-Jun	07-Jul	3 weeks
	Bricklayers	23-Jun	02-Jul	10 days
	Insulators	23-Jun	11-Sep	11.5 weeks
1982	Electricians	03-May	10-May	1 week
	Terrazzo, Tile	03-May	14-Jun	6 weeks
	Bricklayers	10-May	31-May	3 weeks
	Roofers	10-May	28-Jun	7 weeks
	Sheet Metal	17-May	08-Jun	3 weeks
	Plumbers	22-May	30-Aug	13 weeks
	Glaziers	21-Jun	19-Jul	4 weeks
	Teamsters, Ready-Mix	12-Jul	03-Aug	3 weeks
	Teamsters, Excavators	26-Jul	19-Aug	3.5 weeks
	Insulators	25-Oct	14-Jan	11 weeks
1984		NO STRIKES		
1986	Electricians	12-May	02-Jun	3 weeks
	Terrazzo, Tile	20-May	2-Jun or 3	2 weeks
	Sheet Metal	26-May	27-Jun or 30	4 weeks
	Roofers	26-May	27-May	1 day
	Painters	18-Jun	02-Jul	2 weeks
	Demolition Labourers	01-Jul	23-Jul	3 weeks
	Operating Engineers	11-Aug	13-Aug or 14	2 days
	Rodmen	13-Aug	25-Aug	2 weeks
1988	Electricians	02-May	25-May	3.5 weeks
	Terrazzo, Tile	02-May	09-May	1 week
	Carpenters	23-May	23-Jun	4 weeks
	Teamsters, Ready-Mix	09-May	23-Jun	6.5 weeks
	Elevator Constructors	18-Jun	28-Jul	5.5 weeks
	Mechanical (refrigeration)	27-Jun	11-Jul	2 weeks
1990	Electricians	12-May	09-Jul	8 weeks
	Plumbers	13-May	05-Jul	7.5 weeks
	Sheet Metal	13-May	26-Jun	6 weeks
	Terrazzo, Tile	15-May	03-Jul	7 weeks

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Construction Employers Coordinating Council of Ontario

PROVINCIAL BARGAINING WORK STOPPAGES
1978 To 2016 Round of Bargaining

Year	Trade	Date of Work Stoppage	Date Returned to Work	Duration
1992	Plumbers	08-May	14-May	6 days
	Labourers	27-Jul	10-Aug	2 weeks
	Painters	24-Aug	09-Sep	2.5 weeks
	Ready-Mix Drivers	03-Jun	06-Jul	4.5 weeks
1995	Bricklayers	23-Jun	28-Jul	4 weeks
	Drywall Tapers	07-Sep	29-Sep	3 weeks
	(OLRB DECLARED ILLEGAL STRIKE - September 28, 1995)			
1998	Operating Engineers	06-Jul	27-Jul	3 weeks
	Bricklayers	11-Aug	18-Sep	5.5 weeks
2000	Ready Mix/Toronto	17-Apr	12-Jun	8 weeks
2001	Elevator Constructors	25-Aug	30-Aug	6 days
2004	Bricklayers	30-Jul	31-Aug	4.5 weeks
2007	Roofers	01-May	28-May	4 weeks
	Operating Engineers	23-May	30-May	6 days
	Labourers	04-Jun	25-Jun	3 weeks
2010		NO STRIKES		
2013	Roofers	May-01	May-19	2.5 weeks
	TTMGO-ICI	May-31	Jul-09	5.5 weeks
	Elevators	May-01	Jun-29	8.5 weeks
2016		NO STRIKES		
2019	Plumbers			
	Sheet Metal			

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CONSTRUCTION EMPLOYERS COORDINATING COUNCILOF ONTARIO
6299 Airport Road, Suite 708
Mississauga, Ontario
L4V 1N4
Tel: (905) 677-6200
Email: admin@cecco.org
Email: wpeterson@cecco.org

To: ALL MEMBERS, ASSOCIATE MEMBERS, AFFILIATES **Bulletin #09-19**

Date: September 17, 2019

2019 POST BARGAINING SYMPOSIUM

When:	**Tuesday, November 12, 2019 – 8:0 0 am – 12:45 pm**
Where:	Mississauga Convention Centre" 75 Derry Road West, Mississauga (Derry Road west of Hurontario)
Who Should Attend:	As many as of your bargaining committee as possible

DRAFT AGENDA

8:00 – 8:30	Hot Breakfast
8:30 – 8:45	Opening Remarks
8:45 – 9:00	ECAO Thoughts on Providing Mediation at the Regional Level
9:30 – 10:30	Panel Discussion
10:15 – 10:30	Life Style Break
10:30 – 11:30	Moderated Roundtable Discussion on Takeaways from This Round of Bargaining
11:30 – 11:45	Open Discussion on MOL's Dispute Resolution Services
11:45 – 12:15	Open Discussion on CECCO's Performance Relating to This Bargaining Round
12:15 – 1:00	Lunch

This is an extremely important symposium

We require your take on this round of bargaining and your assistance on determining CECCO's role in future rounds of bargaining

For planning purposes we need to know numbers.

--- Please advise by October 11th the number of individuals attending from your EBA and the attendees names for registration by October 30th ---

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CECCO

CONSTRUCTION EMPLOYERS COORDINATING COUNCILOF ONTARIO
6299 Airport Road, Suite 708
Mississauga, Ontario
L4V 1N4

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

To: ALL MEMBERS, ASSOCIATE MEMBERS, AFFILIATES

Bulletin #10-19

Date: October 2, 2019

Post Bargaining Symposium – November 12, 2019 Registration

In an attempt to ensure that we have the required room setup as well as breakfast and lunch available for all those planning on attending our we require numbers.

Please complete the following and email it back to wpeterson@cecco.org

Employer Bargaining Agency ______________________

Other: ______________________

Number of Seminar Participants. ____________

Participant Names: ______________________

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Return completed form by October 23, 2019

Thank you for your attention to this important detail

ED WHALEN
905.604.3231 x10
416.457.6625

Wayne Peterson

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From:	Jack Mesley <jack@ontarioerectors.com>
Sent:	August 21, 2019 7:53 AM
To:	Tony Fanelli; Robert Bronk; Wayne Peterson
Subject:	Fwd: Press Release: The Liberal Government Hands $42 Billion In Construction Projects
Attachments:	FISCDuties_Remission_ PressRelease_Bilingual.pdf; ATT00001.htm

Gents,
Please read the email from the CISC
We need to let our Fed's know this isn't right !?
Regards,

Jack

Begin forwarded message:

> **From:** "Canadian Institute of Steel Construction (CISC-ICCA)" <info@cisc-icca.ca>
> **Date:** August 20, 2019 at 11:41:26 AM EDT
> **To:** "Jack@ontarioerectors.com" <Jack@ontarioerectors.com>
> **Subject: Press Release: The Liberal Government Hands $42 Billion In Construction Projects**

NEWS RELEASE
For Immediate Release

THE LIBERAL GOVERNMENT HANDS $42 BILLION IN CONSTRUCTION PROJECTS TO CHINA AT EXPENSE OF CANADIANS

MARKHAM, Ontario, August 20, 2019—The federal government announced on August 9, 2019, that it will be granting duty remissions on illegally dumped fabricated steel from China to supply two liquid natural gas (LNG) projects located British Columbia. Their recent action was announced with their assurance that "trade barriers would not be permitted t in the way of these historic private sector investments".

The two projects involved are LNG Canada and Woodfibre LNG, both located on the coast of B.C. The partners in LN(Canada are made up of a consortium of investors of which include China. These two LNG projects will be modularized meaning they will be built in smaller shippable pieces with all the equipment and components preinstalled. The module be connected on site, requiring very few construction workers. Essentially, in doing so, the largest project ever in the h of Canada will be handed over to Chinese businesses and workers.

"The announcement was very disappointing," says Ed Whalen, President & CEO of the Canadian Institute of Steel Construction (CISC). "These two projects, if done in Canada, would have created hundreds of thousands of constructi for all trades across the country. Projects like these employ skilled workers from all over Canada and not just in the loc area. This is a hundreds-of-thousands-of-jobs-lost kind of mistake."

The duties on fabricated structural steel have been implemented by the Canadian International Trade Tribunal (CITT) the Special Import Measure Act (SIMA) after proof that China, South Korea and Spain were found to be illegally dumpi Canada. An appeal of the CITT's decision is currently still pending in the Federal Court of Appeal.

cisc icca

CANADIAN INSTITUTE OF STEEL CONSTRUCTION
INSTITUT CANADIEN DE LA CONSTRUCTION EN ACIER

7C

NEWS RELEASE
For Immediate Release

THE LIBERAL GOVERNMENT HANDS $42 BILLION IN CONSTRUCTION PROJECTS TO CHINA AT EXPENSE OF CANADIANS

MARKHAM, Ontario, August 20, 2019—The federal government announced on August 9, 2019, that it will be granting full duty remissions on illegally dumped fabricated steel from China to supply two liquid natural gas (LNG) projects located in British Columbia. Their recent action was announced with their assurance that "trade barriers would not be permitted to stand in the way of these historic private sector investments".

The two projects involved are LNG Canada and Woodfibre LNG, both located on the coast of B.C. The partners in LNG Canada are made up of a consortium of investors of which include China. These two LNG projects will be *modularized*, meaning they will be built in smaller shippable pieces with all the equipment and components preinstalled. The modules will be connected on site, requiring very few construction workers. Essentially, in doing so, the largest project ever in the history of Canada will be handed over to Chinese businesses and workers.

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The duties on fabricated structural steel have been implemented by the Canadian International Trade Tribunal (CITT) under the Special Import Measure Act (SIMA) after proof that China, South Korea and Spain were found to be illegally dumping into Canada. An appeal of the CITT's decision is currently still pending in the Federal Court of Appeal.

"The government has called SIMA and the rulings of the CITT 'trade barriers' in their announcement! For the Government of Canada to call their own fair trade process a trade barrier is dumbfounding," says Whalen. "This statement will send shock waves across all Canadian industries contemplating future capital investment and their viability in Canada."

Last fall, the federal government provided $375 million of taxpayers' money to LNG Canada to encourage the project to go ahead. Interestingly, the maximum duty on steel from China would have been $375 million in total cost.

"For the Liberal government to double down with a remission was not necessary. They got their duty money last fall and now they get it twice," says Whalen. "Minister Morneau also stated last fall the government would let the legal process take its course before any further action by government. The Liberal remission appears to be a pre-emptive move to override or influence the courts."

Modules are custom for each construction project. Canada has been assembling modules for many years with the projects like those in Alberta. The argument that Canada does not or can't do this work is false. What is true is that international oil and gas companies want the lowest cost, China's illegal dumping and subsidizing provides that, the government of Canada will offer the legal framework to allow this to happen and Canadian construction workers no longer have access to projects in Canada.

BACKGROUND

The CITT levied trade duties against China in June 2017. China was proven to be illegally dumping fabricated steel into Canada at up to 48 per cent, in addition to illegally subsidizing its industry at up to $2,300 per metric tonne. Since then, a

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number of LNG companies have requested waivers on these duties in order to complete any related projects with the use of illegally dumped Chinese fabricated structural steel and modules.

ABOUT CISC

The Canadian Institute of Steel Construction (CISC) is Canada's voice for the steel construction industry, providing leadership in sustainable design, construction, efficiency, quality and innovation.

The Canadian steel construction sector is a vibrant $5 billion industry, which employs over 130,000 people in its supply chain.

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Ontario Sheet Metal Contractors Association
30 Wertheim Court # 26 | Richmond Hill ON | L4B 1B9 | ph (905) 886-9627 fax (905) 886-9959

Ontario SMACNA Chapter

July 9, 2019

Mr. Wayne Peterson
CECCO
6299 Airport Road, Suite 708
Mississauga, Ontario
L4V 1N4

Via email: wpeterson@cecco.org

Dear Wayne,

RE: Membership Resignation

The Board of Directors of the Ontario Sheet Metal Contractors Association have determined after several months of review and consideration to discontinue membership in CECCO effective June 30, 2019.

We wish you and the members of CECCO all the best in your future efforts in promoting the unionized construction industry.

Sincerely,

Darryl Stewart
Executive Director

cc. OSM Board of Directors

CECCO
Construction Employers Coordinating Council of Ontario

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August 12, 2019

Ontario Sheet Metal Contractors Association
30 Wertheim Court, #26
Richmond Hill, Ontario
L4B 1B9

Attention: Ontario Sheet Metal Contractors Association
cc. Board of Directors

Reference: Construction Employers Coordinating Council of Ontario (CECCO) Membership

Dear Mr. D Stewart:

Via email we have been advised that the Ontario Sheet Metal Contractors Association (OSM) Board of Directors has determined to forego its membership in the Construction Employers Coordinating Council of Ontario (CECCO). We were verbally advised that the Board determined CECCO was of little value to OSM.

I respectfully disagree and I sincerely request that OSM reconsider its position. CECCO is the only vehicle currently in place for the I.C.I. unionized construction sector's management to come together to voice our concerns with proposed Government legislation.

We recognize that some of our lobbing efforts overlap with organizations such as COCA but upon consideration, CECCO is exclusively union and lobbies for legislation friendly to the unionized contractor where COCA's mandate shies away from labour issues, particularly as it relates to the Construction Industry as listed in the Labour Relations Act due to their mixed union non-union membership.

CECCO has two mandates:

- Lobby Government for legislation favourable to unionized I.C.I. construction management.
- 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 (IC!) sector of the Ontario construction industry.

CECCO took the lead and brought the Electrical Power Systems Contractors Association (EPSCA), the Council of Ontario Construction Associations (COCA) and the Ontario Residential Council of Construction Associations (ORCCA) together to lobby for changes relating to the previous Government's Bill 148 Fair Work Place, Better Jobs Act. This effort was successful with the new Government rescinding the offending issues, primarily two day personal leave and scheduling in its Bill 47.

CECCO also addressed with the Ministry Bill 66 an Act to restore Ontario's Competitiveness. This legislation would let municipality's signatory to I.C.I. collective agreements out of these agreements. CECCO working with the Ontario Secretariat and the Building Trades drafted publications and fact sheets that were distributed to the affected municipalities to assist them in making informed decisions. The effort was successful in Toronto.

In discussions with the Ministry, CECCO anticipates further legislation coming forward relating to the Labour Relations Act affecting the operation of unionized construction companies. The Ministry will be seeking CECCO's opinions on these issues.

Examples of labour legislation that the Ford Government is contemplating:

- Changes to 1.4 of the Labour Relations Act
- Moving jurisdictional disputes away from the Ontario Labour Relations Board (OLRB)
- Curtailing petty grievances from being heard by the OLRB
- Revising the terms of labour agreements from three to four or five years
- Revising trade designation orders

CECCO also interacts with other Ontario Government Ministries such as Infrastructure, Economic Development, and Training, Colleges and Universities. Currently CECCO is in communication with the Ministry of Training Colleges and Universities putting forth our concerns as it relates to their possible de-skilling of the trades with the proposed Modernizing the Skilled Trades and Apprenticeship Act, 2019.

CECCO's second mandate as mentioned above is to coordinate collective bargaining. Some, those who did not actively participate in the trade group meetings and conference calls that were held over the past year may say that all CECCO did was disseminate negotiation status update charts (28) as to where the twenty-five I.C.I. trades stood at their bargaining tables. Those who could read the tea leaves as seen in the updates and participated in the status conference calls understood the initial wants and desires discussed in the trade groups determined they were not achievable in their trade without a prolonged work stoppage and maybe even than not doable.

CECCO will be holding a Post Negotiation Symposium in November where we will endeavour to find answers as to what made this negotiation round unique and how we can move forward strengthening CECCO's support role in future rounds of bargaining.

Strengthening CECCO not weakening it will better serve the industry and its Employer Bargaining Agencies. It is not in the best interest of an EBA to silo itself off. It would be much preferred for EBAs such as OSM to move out of their passive non participation role with CECCO and become active participants developing a course forward.

If one looks at the cost/benefit scenario, OSM is partnering with twenty other management Employer Bargaining Associations lobbying for union contractor friendly labour legislation for less than one percent of its total budget. It is money well spent.

I would appreciate the opportunity to discuss CECCO membership with your Board.

Sincerely,

Wayne Peterson
Executive Director

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Cathy Domanico

From:	Wayne Peterson
Sent:	September-03-19 7:42 PM
To:	Cathy Domanico
Subject:	Updated September agenda & OSM Email
Attachments:	admin@cecco.org_20190813_080451.pdf; Executive Sept 12, 2019 .docx

From: dstewart@osmca.org <dstewart@osmca.org>
Sent: August 25, 2019 12:33 PM
To: Wayne Peterson <wpeterson@cecco.org>
Cc: 'Robert Felbel' <rfelbel@tbaytel.net>
Subject: FW: Request OSM Reconsideration of CECCO

Wayne,

On receipt of the attached letter I contacted Bob Felbel asking for direction. I was instructed to include your letter within the agenda for the August 21 meeting of the Board of Directors and your request to address the Board would also decided upon at the meeting. Your letter was reviewed in depth during the meeting and some Directors stated that you had contacted them directly in addition to them being copied the letter. The outcome of the meeting is your request to address the Board is declined and the June 7th decision of the Board to terminate membership in CECCO is final. OSM considers this matter closed.

Sincerely,

Darryl Stewarte this week
Executive Director

(905) 886-9627 Office
(905) 391-7576 Cell
www.osmca.org

ONTARIO SHEET METAL CONTRACTORS ASSOCIATION
If you specify SMACNA Standards....
Specify a SMACNA Contractor

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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.

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CECCO
Construction Employers Coordinating Council of Ontario

October 2, 2019

Ontario Sheet Metal Contractors Association
30 Wertheim Court, Unit 26
Richmond Hill, ON L4B 1B9

Attention: Mr. Darryl Stewart cc CECCO Executive Committee

Reference: CECCO Dues 2019

Dear Mr. Stewart:

We write reminding Ontario Sheet Metal Contractors Association (OSM) of the Construction Employers Coordinating Council of Ontario (CECCO) by-law as it relates to dues and assessments. By-law 10.3 (copy attached) advises that on approval of the Annual Assessment Schedules each Employer Bargaining Agency (EBA) is liable for the fiscal year in accordance with the approved assessment schedule.

As OSM is the Sheet Metal EBA and a member of CECCO when the annual assessment was approved. Please advise if OSM will be honouring the financial commitment made to CECCO.

Sincerely,

Wayne Peterson
Executive Director

6299 Airport Road, Suite 708, Mississauga, Ontario L4V 1N3 Tel 905-677-6200 Fax 905-677-7634

CECCO Calendar 2019 - Draft

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JULY

Date	Function
1	Canada Day

AUGUST

Date	Function
5	Civic Holiday

SEPTEMBER

Date	Function
2	Labour Day
12	CECCO Executive Committee
25/26	OCS Annual Meeting

OCTOBER

Date	Function
8	CECCO Council Meeting
14	Thanksgiving

NOVEMBER

Date	Function
5	Negotiation Post Mortum Session
26	CECCO Executive Committee

DECEMBER

Date	Function
10	CECCO Council Meeting
25	Christmas Day
26	Boxing Day

CECCO Council	Negotiation Related
CECCO Executive	STAT Holidays