

CECCO DISPATCH

Management's Voice for Labour Relations in the Unionized I.C.I. Construction Sector **SPRING 2021**

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

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

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

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

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

THE UNION EFFECT Unionization is associated with:



Institute for Work and Health Safety Study

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

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

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

CALENDAR OF EVENTS

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

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WE ARE MOVING!!



WE ARE MOVING
April 1, 2021

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Constraints Imposed by Collective Bargaining Agreements

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

Salaries Employment Health Grievance Protection Law
 Representatives COLLECTIVE BARGAINING
 Process Negotiation
 Working Hours Terms Rules
 Employer Union Wages Group
 Overtime Safety Establish Cost
 Limits Work-ers Salary
 Equitate Contract
 Health-care issues Representative employees

To Contractors:

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

Examples:

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

To Unions:

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