

This letter is meant to be used in an email format or copied and pasted onto letterhead, when you are having your contractors print the materials themselves for posting. If you send it electronically, please ensure the hyperlink to the documents is working before sending it to your contractors.

Alternatively, you could print the materials and ship them out to your jobsites, editing this letter to advise how and where you would like the materials used to reach employees.

Dear (Contractor),

As you know, 2025 is a collective bargaining year across the ICI sector. Many employer bargaining agencies and unions have begun collective bargaining, with the remainder starting soon.

This year, through CECCO (The Construction Employers Coordinating Council of Ontario), the ICI employer bargaining agencies are engaging in some communications to complement the collective bargaining process.

As part of this, we are asking contractors to join us in this effort, both by posting signage in the workplace and by speaking with union members as we get close to achieving a tentative agreement and having it go to a ratification vote.

CECCO has produced a series of four posters that highlight the bargaining process, what we are looking to achieve, our commitment to being competitive and fair, and the need to vote for ratification. These signs can be printed on your office printer, by a local print house or Staples online.

Some ideas for placement of the 11" x 17" posters include staff rooms, lunch rooms, washrooms, trailers and the office. The 8.5" x 11" prints can be pinned to bulletin boards, handed-out at safety meetings or used as paycheque stuffers.

Click [here](#) to access the posters for downloading and printing.

As we get closer to a tentative agreement, we will provide you with updates and talking points to help in your conversations with union members.

Thank you for participating, we hope these communications will help us achieve fair agreements.

If you have any questions or concerns, please do not hesitate to reach out.

Thanks,

Name
EBA