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Sent: February 13, 2025 8:59 AM
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Subject: BULLETIN #09-25 Talking Facts 02-13-25
Attachments: 2025.02.13_Talking_Facts.pdf

BULLETIN #09-25

Good morning.

Coming out of our meeting in January, we discussed providing talking points for contractors to casually use with their union members. Please find attached our first, in a series, of **Talking Facts**.

We have drafted these as general points to be used, keeping in mind that we do not want contractors bargaining directly with union members.

Note: these points have been run through legal.

As we head into full bargaining with all EBAs, we are eager to start sharing success stories, to show the momentum we are gaining, which is always helpful both in bargaining and communications. In addition, Gordon Strategy is available to help you with individual bargaining communication strategies and ideas.

Please ensure **Talking Facts** is past along to members of your negotiation committee and your contractor community.

As always, if you have any questions, please reach out.

Stay safe in the snow today!

Wayne

Wayne Peterson

CECCO TALKING FACTS

February 13, 2025

All ICI collective bargaining agreements are up for renewal in 2025. There are 8,000 unionized contractors in the province, and 150,000 tradespeople across the sector, represented by 17 unions.

Much of the bargaining has started, with the bulk of it occurring over the next four months.

We have provided some facts that you can share with your union members, to reinforce the importance of this round of bargaining. You can also go to the CECCO website [Bargaining](#) page for more information.

There are two main things we want to ensure that union members hear –

- ☐ Working together, union contractors and union members can ensure that there continues to be good union jobs – our common goal is to increase union work and decrease non-union work.
- ☐ When a tentative agreement is reached, it is very important that all members of the union vote.

TALKING POINTS

- ☐ 2025 is a contract year, and all ICI unions and employers are in collective bargaining. We are working hard to ensure that the collective bargaining agreements are fair and make us competitive.
- ☐ Unions and employers have a good relationship and share common goals of ensuring there is lots of work. Together, we are union proud.
- ☐ Working together the unions and employers have created –
 - well-paying jobs
 - safe workplaces
 - excellent training and development programs
- ☐ Non-union contractors are competing for jobs that should be union jobs. Let's work together to make sure that we increase well-paying union jobs, and stop non-union contractors from winning the work.
- ☐ Unions and contractors share the same goal – to keep our members working. We must be competitive while providing a good wage package for those currently working and those we want to join the trades. This round of bargaining is all about finding that mix, and achieving a deal that will keep us all working.
- ☐ When a tentative agreement is reached it is very important that all union members vote, even if it is not convenient or you believe they won't need your vote to ratify.