



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

COUNCIL MEETING

May 13, 2025 – 9:00 a.m.

6299 Airport Road, Suite 303, Mississauga

CLRAO BOARDROOM

A G E N D A

	ITEM
1. MINUTES	
• Council December 3, 2024 <i>(For approval)</i>	1
• Council January 7, 2025 <i>(For approval)</i>	5
• Executive Committee February 3, 2025 <i>(For information)</i>	7
2. FINANCE	
• Revenue & Expenditure as of March 31, 2025.	11
• Investment Statement as of March 31, 2025.	12
• Bulletin #37-24 Dues Reminder	13
3. NEGOTIATION 2025 COORDINATION	
• Meeting & chart information	
• Discuss negotiation media rollout website hit chart	14
• Negotiation postmortem meeting tentatively scheduled for November 6	
4. GOVERNMENT RELATIONS	
• MOLITSD new Deputy minister Jonathan Lebu	
• Joint letter re: government attendance at Section 21 meetings	15
• Employer Bargaining Agency Designation	17
• Bill 2 2025 Ontario Free Trade & Mobility Act & to amend various other acts.	20
• Discussion MOLITSD office regarding a new Bill	23
• Email MOLITSD Stakeholder relations	24
5. ONTARIO PROVINCIAL BUILDING & CONSTRUCTION TRADES (PBCTCO)	
• OTLRC letter to Premier Ford	25
• Tripartite Labour Resource Council approved for new Skills Develop Funding	
• Toronto Community Benefits	
6. NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE	
• Annual meeting May 1, 2025	28
• Conference October 15 & 16, 2025, Calgary	29

- BuildForce Support Letter 30

7. ONTARIO CONSTRUCTION SECRETARIAT (OCS)

- Association of Municipalities of Ontario (AMO) Conference 31
- OCS Award of Excellence 33
- POD Casts

8. CECCO BYLAW REVIEW

- Working copy bylaw revisions

9. STRATEGIC PLANNING

- Working on Operational Plan

10. ONTARIO CONSTRUCTION USERS COUNCIL

- Working on Strategic Plan

11. OTHER BUSINESS

- Executive Director Succession
 - Draft Job application

12. NEXT MEETING

- Council June 19, 2025

13. ADJOURNMENT



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

COUNCIL MEETING MINUTES

Tuesday, December 3, 2024 – 9:00 a.m.

Hybrid – ZOOM & 6299 Airport Road, Suite 303, Mississauga, Ontario

MEETING ATTENDANCE:

<u>PRESENT</u>		<u>ABSENT</u>	
CHAIR	DAN LANCIA	PRECAST	TONY BOMBIBI
BOILERMAKERS	LESLIE MULLALY	RODMEN	JEFF MURRAY
BRICKLAYER	DAVID STUBBS		
CARPENTERS	JIM VLAHOS*		
CEMENT MASONS	GEOFF KINNEY *		
DEMOLITION	MARGARET TAYLOR*		
ELECTRICAL	JODI TRAVERS		
ELEVATOR	MARK CHIARELLI		
GLAZIERS	NOEL MARSELLA		
IRONWORKERS	JACK MESLEY*		
LABOURERS	TONY FANELLI (Alternate)		
MECHANICAL	PAT CIMEK*		
MILLWRIGHTS	PATRICIA PENNY-ROUZES		
OPERATING ENGINEERS	TONY FANELLI (Alternate)		
PAINTERS	DAVID ST LOUIS		
PLASTERERS	TONY FANELLI		
ROOFERS	DON MARKS		
REFRIGERATION	PAUL WRIGLEY		
TEAMSTERS	JOHN PILAT*		
TERRAZZO, TILE	DAVID ST. LOUIS		
EXECUTIVE DIRECTOR	WAYNE PETERSON		

AFFILIATE MEMBERS:

ELECTRICAL POWER SECTOR	ALEX LOLUA
INDUSTRIAL	JASON CAMPBELL*
	BILL PATTERSON
RESCON	ANDREW PAISER
TORONTO ROAD BUILDERS	RALY CHAKAROVA
UTILITIES	MARAGRET TAYLOR*

ALTERNATE MEMBERS:

ELECTRICAL	GRAEME AITKEN
REFRIGERATION	TONY MAMMOLITI
MECHANICAL	JEFF SPITZIG

OTHER ATTENDEES

INTERIOR SYSTYEMS	JEFF KOLLER*
ACOUSTIC ASSOCIATION	PAUL GUNNING*
WINDSOR CONSTRUCTION	JIM LYONS*
CEMENT FINISHING	ANDREW KINNEY*

QUORUM

The meeting was called to order at 9:04 a.m.

1. MINUTES

- The Council Meeting Minutes of September 24, 2024, on a motion duly moved and seconded were approved.
- The Executive Meeting Minutes of August 12, 2024, were made available for review.
- The Executive Committee Minutes of November 11, 2024, were made available for review.

2. FINANCES

- **Statement of Revenue and Expenditures**

The report showing anticipated Revenue and Expenditures anticipated to September 30, 2024, was reviewed. The secretary advised that there were a number of variances in the expenditures this year reflecting decisions by the Council to hold a negotiations training course and engage in a 2025 negotiation messaging program. He reported that the reported anticipated excess revenue is due to the contributions from EPSCA, ECAO & OIRCA for the messaging plan that will be spent in 2025.

- **Investment Statement**

The Investment Statement dated September 30, 2024, was reviewed.

- **2025 Budget**

The 2025 budget was presented. It was explained that it was in keeping with the strategic plan approved at the September meeting. It was noted that the dues structure to support the budget was based on the dues assessment for the first four months at the 2024 dues assessment rate and the balance of the year would be payable monthly at the rate of one-half cent per manhour calculated on hours worked. It was noted that the minimum dues rate would remain at \$3000. per year.

On a motion duly moved and seconded the budget passed without any dissenting votes.

3. 2025 NEGOTIATIONS

- **Negotiation Update Chart**

A new negotiation chart was not presented as there have been no updates received. The secretary reminded the members to inform the CECCO office of any new information allowing CECCO to keep all members updated on the various EBAs status.

- **2025 Negotiation Messaging Plan**

The Council perused Gordon Strategy's Bargaining Update to Members November 29, 2024, v.3. The attendees were requested to review the document and advise of any concerns. It was reported that Karen Gordon would be addressing the attendees at the January Sober Thought meeting with updates of the program.

The secretary also advised that he did an interview with Don Wall for the Daily Commercial News referencing our strategic plan and concerns with the upcoming negotiations.

- **All Sector Meeting**

The secretary advised that CECCO hosted an all meeting to discuss the 2025 negotiations. The groups concerns are centered on the Operating Engineers and their ability to potentially shut down the industry. It was agreed that we would make the groups concerns known to the PBCTCO and the labor minister.

- **2025 Negotiations Sober Thought**

The registration form for the January 17, 2025, Negotiations Sober Thought meeting was reviewed. The secretary requested the EBAs even though they had acknowledged their

attendance through the calendar invitation to submit the form adding additional attendees from representing their labour relations committee.

4. GOVERNMENT RELATIONS

- **Consultation**

The Council was informed that representatives of Minister Piccini's office had contacted the office requesting input on proposed legislation currently entitled "Working with Us". The items discussed as per page 26 of the meeting package.

- **Building Opportunities in the Skilled Trades Act 2021**

Excerpts of purposed revisions to the Building Opportunities in the Skilled Trades Act, 2021 were perused. These relate to the current wording "has successfully completed the prescribed academic standard" to "the revised to complete any prescribed academic standard does not apply in respect of an individual who satisfies the alternative criteria". The Council is split with regards to taking a formal position on this issue.

- **Minister Piccini**

The secretary advised that Minister Piccini would be joining us at 10:30 am for round table discussions.

5. PROVINCIAL BUILDING CONSTRUCTION TRADES COUNCIL ONTARIO (PBCTCO)

- **Ontario Trades Labour Resource Council (OTLRC)**

October 10, 2024, activity report of the OTLRC was perused. The Council was informed that the Council has applied for government funding for 2025 and anticipates receiving the funding. It was mentioned that the Council has begun to ascertain future sources of funding if government funding ceases.

6. ONTARIO CONSTRUCTION SECRETARIAT (OCS)

- **Annual Meeting & Conference**

The OCS Annual Meeting & Conference was discussed. There was general agreement that the function program was good with the speakers providing insight into social media and relations.

- **Teams of Reference Research & Labour Relations Advisory Committees**

The secretary advised that the OCS would be putting two advisory committees in place and are looking for participants. There will be a research advisory committee and a Labour Relations Committee. The terms of reference are included in the meeting package on page 29. Interested individuals should contact Katherine Jacobs at the OCS.

- **Labour Relations Fundamentals Course**

It was reported that management to date management registrations for the April 22-24, 2025, course was four and for the November 17-19, 2025, course was two. The OCS endeavours to have an equal number of labour and management representatives in attendance with total class attendance of twenty-four.

7. OTHER BUSINESS

- **CECCO Dues Structure 2025**

A survey was taken to ascertain what EBAs had addressed and approved \$0.005 CECCO dues. Polling the nineteen EBAs in attendance demolition advised that their EBA voted against the \$0.005.

Post meeting notes:

Tile and Terrazzo advised that they had not addressed the \$0.005. In discussion with the EBA it was noted that there was no change in their 2025 CECCO dues based on hours they pay the minimum.

Demolition advised that while they did not approve the \$0.005 it would not affect the paying of the CECCO dues.

- **National Construction Labour Relations Alliance (NCLRA) Conference 2025**

It was reported that the NCLRA will be holding a conference in 2025 scheduled for October 15 & 16 in Calgary, Alberta.

- **2025 Meeting Callendar**

A draft copy of the 2025 meeting calendar was included in the meeting package. The secretary requested the Council members to advise him of any conflicts.

- **De Novo**

It was reported that De Novo needs to build a reserve to be able to maintain its original goals, intake and staffing levels and without the \$0.05 model it will be unable to do so. It was noted that the overwhelming majority of EPSCA 2025 settlements have accepted the \$0.05 model.

A document advising the situation at De Novo was available with the request for CECCO to distribute it to their membership.

8. NEXT MEETING

- Council and Annual March 27, 2025, Location TBD

9. ADJOURNMENT

The meeting adjourned at 10:20 am

**CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO****COUNCIL MEETING MINUTES****Tuesday, January 7, 2025****Via ZOOM****MEETING ATTENDANCE:****PRESENT**

CHAIR
BOILERMAKERS
BRICKLAYER
CARPENTERS
CEMENT MASONS
DEMOLITION
ELECTRICAL
GLAZIERS
IRONWORKERS
LABOURERS
MECHANICAL
MILLWRIGHTS
OPERATING ENGINEERS
PAINTERS
PLASTERERS
ROOFERS
REFRIGERATION
TEAMSTERS
TERRAZZO, TILE
EXECUTIVE DIRECTOR

DAN LANCIA
LESLIE MULLALY
DAVID STUBBS
JIM VLAHOS
GEOFF KINNEY
MARGARET TAYLOR
JODI TRAVERS
NOEL MARSELLA
JACK MESLEY
CHRIS ROBINSON
PAT CIMEK
PATRICIA PENNY-ROUZES
TONY FANELLI (Alternate)
DAVID ST LOUIS
TONY FANELLI
DON MARKS
PAUL WRIGLEY
JOHN PILAT
DAVID ST. LOUIS
WAYNE PETERSON

ABSENT

PRECAST
RODMEN
ELEVATOR

TONY BOMBIBI
JEFF MURRAY
MARK CHIARELLI

AFFILIATE MEMBERS:

ELECTRICAL POWER SECTOR

ALEX LOLUA
CAITLIN GASCON
ANDREW PARISER
JASON CAMPBELL
MARAGRET TAYLOR

ALTERNATE MEMBERS:

REFRIGERATION
MECHANICAL
TEAMSTERS

TONY MAMMOLITI
JEFF SPITZIG
DAVID KERWINS

OTHER ATTENDEES

INTERIOR SYSTYEMS
ACOUSTIC ASSOCIATION
CEMENT FINISHING
MATHEWS DINSDALE
SHERRARD KUZZ
WACCA

JEFF KOLLER
PAUL GUNNING
ANDREW KINNEY
STEVE MCARTHUR
KEITH BURKHARDT
DEREK SMITH

The meeting was called to order at 8:31 a.m.

1. DRAFT DECEMBER 16, 2024, LETTER TO MINISTER PICCINI

- The secretary advised the attendees of the background that lead to the drafting of the December 16, 2024, letter with CECCO being advised that the carpenters, labourers and painters had approached the government looking for revisions to their designation orders.
- Relating to the letter he reminded the attendees of CECCO's bylaw relating to representations to the government requiring the approval of eighty percent of those responding. He also advised that while not stated in the representation by-law it had been his practice of requiring a meeting quorum of two thirds responding before representations were forwarded and, in this case, both had been observed but with a meeting quorum not being achieved and a request supported by three EBAs for a Council meeting to review the letter the letter had not been forwarded to the government.
- The secretary advised that in discussion with Minister Piccini the government was not looking to revise any designation orders and would consult the industry before any action is taken.
- Extensive discussion took place relating to the impact revising a trade's designation order would have on the industry.
- The attendees were informed that in the I.C.I. construction sector the Minister has the authority to revise a trades designation order and trade bargaining authority without opening the Labour Relations Act.
- David St. Louis advised that the painters union had approached the government to revise their designation order as it related to splitting the bargaining authority for painters from the drywall tapers. There was no information available that this was a done deal. An opinion was expressed that this would create another employer bargaining authority.
- After extensive discussion a motion was moved by D. Marks, seconded by C. Robinson and unanimously approved that CECCO forward a letter to the government advising that this was not the time to consider revising any I.C.I construction trade designation orders and not to proceed with any designation revisions before putting in place a robust practice to gather labour and management input on the issue.
- A draft of this letter was to be forward to all CECCO official representatives for approval.
- The secretary advised that some EBAs believed the executive committee had overstepped their authority in drafting the letter before the issue was discussed by the council.
- It was agreed that with CECCO being in the process of reviewing their by-laws, issues relating to the timing of the drafting of letters for the council's review would be an item for discussion

2. OTHER BUSINESS

The secretary reminded the attendees of our January 17, 2024 Sober Thought meeting and space was available where it would be good to see trade bargaining committee people in attendance, especially bargaining committee chairs.

3. NEXT MEETING

- Council and Annual March 27, 2025, Location TBD

4. ADJOURNMENT

The meeting adjourned at 9:23 am



CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

Executive Committee Meeting Minutes

February 3, 2025

5915 Airport Road, Suite 830, Mississauga

MEETING ATTENDANCE

PRESENT:	Dan Lancia	Don Marks	ABSENT:	Pat Cemik
	Tony Fanelli	Patricia Penney-Rouzes*		
	Jodi Travers	Alex Lolua		
	W Peterson			

*Via Zoom

1. MINUTES

- The Executive Committee held on December 16, 2024, were reviewed and on a motion duly moved and seconded were approved as presented.
- The minutes of the Council meeting held on January 7, 2025, were perused.

2. FINANCE

- **Revenue & Expenditures**
The Statement of Revenue and Expense dated December 31, 2024, was reviewed, and found to be in order.
- **Investment Statement**
The Investment Statement dated December 31, 2024, was reviewed. The secretary advised that we will had redeemed \$75,000 of our investment portfolio in early January as our final commitment of \$150,000 to the 2025 negotiation training and messaging.

3. GOVERNMENT RELATIONS

- **Trade Designations Correspondence**
The Committee perused two letters received from the MLITSD relating to the separation of the current painters employer bargaining agency which is a Council of employers' associations consisting of the Ontario Painting Contractors Association, the Interior Systems Contractors Association of Ontario, and the Acoustical Association of Ontario into two separate provincial employer bargaining agencies. The Ontario Painting Contractors Association representing the painters and a council comprised of the Interior Systems Contractors Association of Ontario (ISCA) and the Acoustical Association of Ontario (AAO) will represent the primarily the drywall tapers.

Discussion ensued relating to those being eligible for CECCO membership and it was agreed that once it is official both the Ontario Painting Contractors Association and the Council of Associations comprising of ISCA and AAO in keeping with CECCO By-law Membership 4.1 as independent ERBAs each were eligible for membership with a representative on the Council and holding one Council vote.

- **Skilled Trades Ontario**

The secretary advised that he had received a follow-up call from the MLITSD relating to their not being a management I.C.I. construction representative on the Skilled Trades Ontario Board. He advised that if he put in an application the Ministry would consider the placement.

- **Labour-Management Advisory Committee**

We have been advised the Margaret Taylor has been appointed to this committee. (Congratulations to Margaret)

The function of the committee is to advise the Minister on grievance arbitration matters and about individuals qualified to function as grievance arbitrators under the Labour Relations Act.

It was noted that there was one vacancy on the committee. The secretary was directed to contact the committee chair and question the opening with the view to putting a name forward to fill the position.

4. **PROVINCIAL BUILDING CONSTRUCTION TRADE COUNCIL ONTARIO (PBCTCO)**

- **Ontario Tripartite Labour Resource Council (OTLRC)**

The Committee reviewed a letter sent under OTLRC's letterhead to the Premier. The letter was requested by the Premier and related to the potential disruption USA's tariffs would have on Ontario's Construction Sector.

5. **NATIONAL CONSTRUCTION LABOUR RELATIONS COUNCIL (NCLRA)**

- **NCLRA Conference Sponsorship**

The Committee discussed the request from the NCLRA to provide sponsorship for their 2025 Conference to be held in Calgary October 15-16. It was noted that CECCO had provided sponsorship in the past. On a motion duly moved and seconded agreed to provide a \$5000. Sponsorship.

- **NCLRA Annual Meeting**

The secretary advised that the NCLRA annual meeting would be held in Ottawa on May 1, 2025. It was noted that this tied to the Canadian Construction Building Trades Annual Conference.

6. **2025 NEGOTIATIONS**

- **Sober Thought Meeting**

There was a brief discussion relating to the Sober Thought Meeting. It was the general opinion of those who were in attendance that there was something in each session that was valuable relating to the upcoming negotiations.

- **Gordon Strategies**

A Gordon email relating to strategy was perused. The funding of Gordon Strategies was discussed. In response to a question, the secretary advised that to date only two EBAs and EPSCA had provided additional funding to support the messaging

9

program. Discussion ensued relating to if additional funding were available to Gordon how could our program be enhanced.

7. ONTARIO CONSTRUCTION SECRETARIAT (OCS)

- **New Chief Operation Officer**

It was reported the Mr. Brian Baron has been hired by the OCS as their Chief Executive Officer.

- **Op-Ed Project Labour Agreements in Ontario**

The OCS Project Labour Agreement (PLA) research was discussed and the concerns some groups have about using the tool and not seeing its value. An op-ed also has been prepared to employ on the next occasion the Cardus report comes up questioning PLAs or city wage regulations.

- **Market Intelligence**

It was reported that the OCS market intelligence research was moving forward with the data collected to date showing promise.

8. CECCO BY-LAW REVIEW

- **CECCO Structure & By-laws**

A draft plan to review CECCO's structure and by-laws was discussed. There was general agreement that the current structure met the organizations needs but required some further discussion. A marked-up copy of the by-laws was distributed. It was questioned whether a legal review of the by-laws was required. The Committee agreed that with the time constraints presented by negotiations it would be difficult to commit the efforts needed to review the by-laws until May. The secretary requested the Committee take away the market copies of the by-laws with the intent of being prepared to discuss them at a May meeting.

9. STRATEGIC PLAN – OPERATIONAL PLANS

- **Operational Plans**

The secretary advised that he was working on developing operational plans to address the strategic plan goals.

10. OTHER BUSINESS

- **Canadian Women in Construction**

Placing an advertisement in the Canadian Association of Women in Construction's publication was discussed. It was suggested that if an article highlighting our EBAs key women it may have greater value. It was also suggested that there may be other means of supporting Women in Construction. Alex volunteered to investigate different options.

- **Executive Director Job Description & Search**

CECCO's Executive Director advised that in keeping with the strategic plan the Association begin that its search for a new full-time executive director. It is his opinion that the optimal time to bring the new hire on board was at the latest this fall. Ensuring that the individual was available when the 2025 negotiations postmortem meeting was held. It was suggested that we be prepared to commence a search in May. The secretary is to meet with the chair to discuss a draft of the positions financial compensation.

11. NEXT MEETING

- **Council Meeting**

The secretary advised that currently we do not have a quorum for the meeting scheduled for March 27, 2025. Concerns were raised regarding whether a quorum could be achieved due to contract negotiations. It was recommended the meeting be cancelled and held in the second week of May. The secretary was directed to conduct a Doodle survey to determine the meeting date.

- **Executive Meeting**

At the call of the chair.

12. ADJOURNMENT

On a motion duly moved the meeting was adjourned

CECCO
STATEMENT OF REVENUE AND EXPENDITURES
JANUARY 1, 2025 - MARCH 31, 2025

	Year	Projected	Projected	Annual	Actual
	To Date	To Complete	TOTAL	Budget	2024
	2025	2025	(12 mos)		
REVENUES					
Assessments	\$ 57,998	\$ 277,029	\$ 335,027	\$ 335,027	\$ 168,557
Affiliate Member Dues	\$ 26,000	\$ -	\$ 26,000	\$ 26,000	\$ 26,000
Interest	\$ -	\$ -	\$ -	\$ 1,000	\$ -
Other Income - Investment	\$ 12,350	\$ -	\$ 12,350	\$ -	\$ 15,324
Redeemed from Investments	\$ -	\$ -	\$ -	\$ 75,000	\$ -
Sponsorship	\$ -	\$ -	\$ -	\$ -	\$ 97,500
2025 Negotiation Messaging Support	\$ -	\$ -	\$ -	\$ -	\$ 75,000
TOTAL REVENUES	\$ 96,348	\$ 277,029	\$ 373,377	\$ 437,027	\$ 382,381
EXPENDITURES					
General					
Audit	\$ -	\$ -	\$ -	\$ 2,200	\$ 2,100
Consulting	\$ 27,500	\$ 121,667	\$ 149,167	\$ 149,167	\$ 100,000
Fire & Officer & Director Liability Ins.	\$ 3,408	\$ (575)	\$ 2,833	\$ 2,833	\$ 3,075
Legal	\$ -	\$ 7,000	\$ 7,000	\$ 7,000	\$ -
Meetings	\$ 6,822	\$ 31,636	\$ 38,458	\$ 38,458	\$ 4,221
Memberships	\$ 5,000	\$ 450	\$ 5,450	\$ 5,450	\$ 10,000
Office Equipment Rental, Stationary & Other	\$ 1,679	\$ 9,843	\$ 11,522	\$ 11,522	\$ 8,173
Office Rent & Utilities	\$ 5,490	\$ 19,218	\$ 24,708	\$ 24,708	\$ 22,499
Government Relations	\$ -	\$ 12,880	\$ 12,880	\$ 12,880	\$ -
Marketing/Public Relations	\$ 5,120	\$ 880	\$ 6,000	\$ 6,000	\$ 2,718
Labour Relations Symposium	\$ -	\$ -	\$ -	\$ -	\$ 48,643
Office Services	\$ 4,011	\$ 27,362	\$ 31,373	\$ 31,373	\$ 15,286
Telephone	\$ 593	\$ 3,153	\$ 3,746	\$ 3,746	\$ 2,536
Travel & Conferences	\$ 3,176	\$ 30,032	\$ 33,208	\$ 33,208	\$ 13,419
Relocation Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
Website and Internet	\$ 865	\$ 5,457	\$ 6,322	\$ 6,322	\$ 3,569
Negotiations Messaging	\$ 36,000	\$ 36,000	\$ 72,000	\$ 72,000	\$ 113,000
A/R Write-offs	\$ -	\$ -	\$ -	\$ -	\$ 6,450
Total General	\$ 99,664	\$ 307,203	\$ 326,345	\$ 406,867	\$ 355,689
Net Revenue (Expense)	\$ (3,316)	\$ (30,174)	\$ 47,032	\$ 30,160	\$ 26,692

CECCO Investment Statement				
Investment	Book	Market Value	Market Value	Variance
Fixed Income	Value	12/31/2021	31-Mar-25	
CASH	\$ -	\$ 0.48	\$ 69.19	\$ 68.71
CIBC - GIC ANNUAL COMPOUND 4.86% (Due 01/020/2028)	\$ 139,069	\$ -	\$ 151,051	\$ 151,051
RBC - GIC ANNUAL COMPOUND 5.1 % (Due 11/07/2025)	\$ 93,850	\$ 99,338	\$ 105,736	\$ 6,398
RES BROOKFIELD ASSET MGMT 4.82% (Due 01/28/2026)	\$ 52,312	\$ 53,578	\$ 57,578	\$ 4,000
TOTAL	\$ 285,231	\$ 152,916	\$ 314,434	\$ 161,518

Wayne Peterson

From: Wayne Peterson
Sent: May 5, 2025 3:25 PM
To: Chris Robinson; holaco@holaco.ca; David St Louis (david.st.louis@opcatrusted.ca); David St. Louis; donmarks@ontarioroofing.com; dstubbs@canadamasonrycentre.com; Geoff Kinney (gkinney@cflra.ca); Jack Mesley; Jeff Murray (jmurray@stringerllp.com); Jim Vlahos; Jodi Travers; John Pilat; Margaret Taylor (mtaylor@oadc.ca); Michael Cianchetti; National Elevator & Escalator Association (neea@bellnet.ca); Noel Marsella; Pat Cimek; Paul Wrigley; ppenny-rouzes@amcontario.ca; sscott@bcacanada.ca; tfanelli@clrao.ca; Tony Bombini; Wayne Peterson; jeff@mcao.org; Imullaly@bcacanada.ca; Mark Agius; Mark Chiarelli (mark.chiarelli@neea.ca); Mauro Brancaleoni (mauro.b@advancedprecastinc.com); rgaitken@ecao.org; Tony Mammoliti; Tracy Oliveira; Alexis Mantello-Clement; Bill Patterson; Dave Holek (dholeck@lekter.net); jeff@isca.ca; jlyons@wca.on.ca; pgunning@aao-online.ca; ron@isca.ca; Scott Booth; Vincent Gagne
Cc: Cathy Domanico
Subject: BULLETIN #37-25 CECCO Dues Reminder

BULLETIN #37-25

Good afternoon.

REMINDER: CECCO Dues

Commencing May 1, 2025, CECCO's dues is set at \$0.005 per hour earned as approved at the December 2024 Council meeting.

There will be no invoice coming from CECCO with each member responsible for submitting the monthly payment to CECCO similarly to what they do with the Ontario Construction Secretariat (OCS).

We acknowledge there will be a delay in payment awaiting the compilation of the monthly hours. Our year-end audit system will be a comparison of the hours submitted to those recorded by the OCS

Note! The above is not applicable to those EBAs that pay the annual minimum.

- Cement Masons
- Elevator
- Plasterers
- Precast
- Refrigeration
- Teamsters
- Terrazzo & Tile

CECCO

LAUNCH DATE: October 9, 2024

Hits

Date	16-Oct	22-Oct	06-Nov	19-Nov	22-Nov	10-Dec	13-Dec	20-Dec	10-Jan	24-Jan	31-Jan	07-Feb	14-Feb	21-Feb	28-Feb	07-Mar	14-Mar	21-Mar	28-Mar
Bargaining Page	251	318	400	448	457	601	713	779	854	908	954	978	1008	1038	1080	1116	1150	1190	1222
Union Proud Page	153	175	212	233	236	270	289	302	332	349	357	365	374	384	398	410	418	436	450
News	38	55	101	149	153	226	243	259	302	327	338	356	369	387	407	423	443	471	500
EBA Resource Library/Members Only	109	130	165	186	186	211	217	226	258	282	292	298	313	331	344	358	485	496	527

March 11, 2025

To: Michelle E. DiEmanuele, Secretary of Cabinet and Clerk of the Executive Council
M.DiEmanuele@ontario.ca

Dear Ms. DiEmanuele,

The Provincial Building and Construction Trades Council of Ontario (PBCTCO) represents 150,000 unionized construction workers who build our province's infrastructure. The Council of Ontario Construction Associations (COCA) and the Construction Employers Coordinating Council of Ontario (CECCO) represent 10,000 construction contractors. Jointly, we represent employee and employer priorities in Ontario's construction industry which accounts for over seven percent of our province's Gross Domestic Product.

Thanks to the collaboration that exists between union partners and employer organizations, we have been able to achieve numerous successes when it comes to workplace safety. Collaboration through the Infrastructure Health and Safety Association's (IHSA) two provincial labour-management committees (which are called Section 21 committees), has enabled employers and unions to help shape health and safety legislation in the province – that is something that benefits all workers.

When Premier Ford met with the Lieutenant Governor on January 28, 2025 to ask for the dissolution of Ontario's Legislative Assembly, requesting that writs be issued for a general election to be held on February 27, 2025, the Ontario government entered what is known as a 'caretaker mode.'

Essentially, most government events were postponed during the election period. The long-standing caretaker practice in Ontario, consistent with that of the federal government during federal elections, is that only activities characterized by the following conditions should proceed during an election period:

- Routine
- Non-controversial
- Urgent and in the public interest
- Reversible by a new government without undue cost or disruption
- Agreed to by opposition parties (where consultation is appropriate)

When the legislature dissolves, novel legislative and regulatory initiatives are not likely to be introduced. Bills before the Legislature will cease to exist, pending potential revival by a newly-formed government, whether a return of the incumbent government or the election of a new one.

12

We understand that the 'caretaker' convention dictates that governments should act with restraint from the day that the election is called to the day that a new government is sworn-in, or when an election result returning the incumbent government is clear. However, this does not prevent government employees from tending to regular business duties.

During the most recent 'caretaker' period, government bureaucrats (not elected officials) stopped attending regular Occupational Health and Safety meetings that in our mind were 'routine,' and 'non-controversial,' as well as being in the public interest.

Specifically, Ministry of Labour, Immigration, Training and Skills Development (MLITSD) and Workplace Safety and Insurance Board (WSIB) representatives stopped attending the Infrastructure Health and Safety Association's (IHSA) two provincial labour-management committees - the Section 21 committees (provincial and regional) and other ancillary committees.

Our respective organizations have a long history of working collaboratively to ensure that our members have the safest workplaces. During the 'caretaker' period, construction worksites continued to operate while workers continued to face occupational hazards. As such, the work of the section 21 committees and all provincial and regional committees also continued. There was no justifiable reason as to why representatives from the MLITSD and WSIB should not have continued to participate in the section 21 committees since their activities were completely routine and non-controversial, with no bearing on the electoral process or outcome.

We wonder whether other Ministry staff stopped attending stakeholder advisory meetings in the medical sector, seniors' care and long-term care, education, policing services, etc. We expect that other Ministry staff would have continued to participate in those important areas without disruption and we wonder why the Occupational Health and Safety Act was not given that same priority.

We are raising this as a concern and we would ask for clarification on this matter to prevent any similar scenarios in the future so that the absence of government representatives on these important committees does not become standard practice during election cycles. We will always continue to collaborate to improve the occupational health and safety conditions for Ontario's construction workers, and we look forward to your response.

Sincerely,



Marc Arseneault, Business Manager-PBCTCO
Tel: (416) 679-8887
E-mail: marc@ontariobuildinggrades.com



Ian Cunningham, President-COCA
Tel: (416) 968-7200
E-mail: icunningham@coca.on.ca



Wayne Peterson, Executive Director-CECCO
Tel: (905) 677-6200
E-mail: wpeterson@cecco.org

**Ministry of Labour,
Immigration, Training and
Skills Development**

Office of the Minister

400 University Avenue
14th Floor
Toronto ON M7A 1T7
Tel: 416 326-7600

**Ministère du Travail, de
l'Immigration, de la Formation et du
Développement des compétences**

Bureau du ministre

400, avenue University
14^e étage
Toronto ON M7A 1T7
Tél. : 416 326-7600



January 22, 2025

Wayne Peterson
Executive Director
Construction Employers Coordinating Council of Ontario
5915 Airport Road, Suite 830
Mississauga, ON
L4V 1T1
email: wpeterson@cecco.org

Dear Mr. Peterson,

As your organization, the Construction Employers Coordinating Council of Ontario, is a principal representative of employer bargaining agencies in the Industrial, Commercial, and Institutional (ICI) sector of the construction industry in Ontario and flowing from our discussions in late December, 2024, I wanted to update you on a matter regarding the Minister's powers under subsection 153(5) of the *Labour Relations Act, 1995*.

My ministry is working with the current constituents of the designated Employee Bargaining Agency and Employer Bargaining Agency of the "painters" designation with respect to province-wide bargaining in the ICI sector regarding suggested changes they have requested.

The proposed changes would maintain the description of the employees that the International Union of Painters and Allied Trades and International Union of Painters and Allied Trades, Ontario Council are designated to represent in the ICI sector for the purposes of province-wide bargaining but allow them to represent these employees in two provincial units. There is no intention to make any changes to other designations at this time.

Thank you for the continued important work of your organization in representing trade employer bargaining agencies in the ICI sector of the construction industry, a driving engine of the Ontario economy.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Piccini".

David Piccini
Minister of Labour, Immigration, Training and Skills Development

**Ministry of Labour,
Immigration, Training and
Skills Development**

Office of the Minister

400 University Avenue
14th Floor
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Tél. : 416 326-7600



EMPLOYER BARGAINING AGENCY DESIGNATION

By Designation dated December 18, 2000, a Council of employers' associations consisting of the Ontario Painting Contractors Association, the Interior Systems Contractors Association of Ontario, and the Acoustical Association of Ontario was designated as the employer bargaining agency to represent in bargaining in the industrial, commercial and institutional ("ICI") sector of the construction industry in Ontario all employers whose employees are represented by the International Union of Painters and Allied Trades and the Ontario Council of the International Union of Painters and Allied Trades, together the designated employee bargaining agency.

Since then, the designated employee bargaining agency has made a request to divide its Designation to enable it to bargain two provincial agreements for the employees it represents. This request is supported by the corresponding designated employer bargaining agency.

THEREFORE, pursuant to my authority under subsection 153(5) of the *Labour Relations Act, 1995*, I hereby amend the above-mentioned Designation dated December 18, 2000, so that the Designation reads as follows:

Pursuant to clause 153(1)(b) of the *Labour Relations Act, 1995*, I hereby designate:

- 1) the Ontario Painting Contractors Association as the employer bargaining agency to represent in bargaining in the ICI sector of the construction industry in Ontario all employers of journeyperson and apprentice painters;

and,

- 2) a Council of employers' associations consisting of,

a. the Interior Systems Contractors Association of Ontario; and

b. the Acoustical Association Ontario,

as the employer bargaining agency to represent in bargaining in the ICI sector of the construction industry in Ontario all employers of employees engaged in the

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laying of resilient tiles, ceramic tiles, hardwood tiles, sheet goods, linoleum or carpets, or drywall tapers, plasterers, or fireproofing applicators;

who are represented in their respective provincial units by,

- (a) the International Union of Painters and Allied Trades and the Ontario Council of the International Union of Painters and Allied Trades; or
- (b) Local Unions 114, 200, 205, 557, 1494, 1590, 1671, 1783, 1824, 1891, 1904, 2005; or
- (c) any other Local of the International Union of Painters and Allied Trades which in the future may be chartered to represent journeyperson and apprentice painters, employees engaged in the laying of resilient tiles, ceramic tiles, hardwood tiles, sheet goods, linoleum or carpets, or drywall tapers, plasterers, or fireproofing applicators;

(hereinafter collectively referred to as "the Unions") and all employers bound by or parties to,

- i. a certificate of the Ontario Labour Relations Board granted to the Unions or any of them;
- ii. a voluntary recognition agreement with the Unions or any of them; or
- iii. a collective agreement to which the Unions or any of them have been or are party to or bound by,

covering the ICI sector of the construction industry of Ontario.

January 24, 2025

Date

A handwritten signature in black ink, appearing to read "David Piccini".

DAVID PICCINI
Minister of Labour, Immigration, Training and
Skills Development

Legislative
Assembly
of Ontario



Assemblée
législative
de l'Ontario

1ST SESSION, 44TH LEGISLATURE, ONTARIO
3 CHARLES III, 2025

Bill 2

**An Act to enact the Buy Ontario, Buy Canadian Day Act, 2025 and
the Ontario Free Trade and Mobility Act, 2025 and to amend various other Acts**

The Hon. V. Fedeli

Minister of Economic Development, Job Creation and Trade

Government Bill

1st Reading April 16, 2025

2nd Reading

3rd Reading

Royal Assent



EXPLANATORY NOTE

SCHEDULE 1
BUY ONTARIO, BUY CANADIAN DAY ACT, 2025

The Schedule enacts the *Buy Ontario, Buy Canadian Day Act, 2025*, which proclaims the last Friday of June in each year as Buy Ontario, Buy Canadian Day.

SCHEDULE 2
FAIR ACCESS TO REGULATED PROFESSIONS AND COMPULSORY TRADES ACT, 2006

The Schedule amends the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* to provide that certain timelines relating to domestic labour mobility applicants are to be determined according to calendar days rather than business days.

SCHEDULE 3
LIQUOR CONTROL BOARD OF ONTARIO ACT, 2019

The Schedule amends the *Liquor Control Board of Ontario Act, 2019* to require the LCBO to, if directed by the Minister, implement a framework to facilitate the sale of liquor from a manufacturer in one province or territory to a consumer in another province or territory. The LCBO is required to comply with any directives issued by the Minister with respect to the framework.

SCHEDULE 4
LIQUOR LICENCE AND CONTROL ACT, 2019

The Schedule amends the *Liquor Licence and Control Act, 2019* by adding a new section 77.1 respecting agreements between the Minister of Finance or another member of the Executive Council and other Canadian jurisdictions to facilitate the sale of liquor from a manufacturer in one province or territory to a consumer in another province or territory. Subsection 78 (1) of the Act is also amended to allow the Lieutenant Governor in Council to make regulations respecting the implementation of these agreements and the sale of liquor as contemplated by them.

SCHEDULE 5
ONTARIO FREE TRADE AND MOBILITY ACT, 2025

The Schedule enacts the *Ontario Free Trade and Mobility Act, 2025*.

Under the Act, the Lieutenant Governor in Council may designate a jurisdiction in Canada as a reciprocating jurisdiction in certain circumstances, and may make regulations providing that the mutual recognition rules set out in the Act apply to a reciprocating jurisdiction.

The mutual recognition rules provide that, if certain conditions are met,

- (a) a good from a reciprocating jurisdiction shall be treated as if it met the corresponding Ontario standards and approvals;
- (b) a person or entity who has an authorization from a reciprocating jurisdiction to provide a service shall be entitled to the equivalent authorization in Ontario.

Other provisions of the Act include protections against liability and regulation-making powers.

SCHEDULE 6
ONTARIO LABOUR MOBILITY ACT, 2009

The *Ontario Labour Mobility Act, 2009* is amended as follows:

Section 9 of the Act, which governs when an applicant is certified by an out-of-province regulatory authority, is amended to prohibit an authority from requiring an individual to meet such requirements as may be prescribed as a condition of certification.

Section 10 of the Act is re-enacted to establish timelines within which Ontario regulatory authorities must respond to applications for certification from individuals already certified by an out-of-province regulatory authority.

New section 10.1 of the Act provides for the deemed certification of individuals already certified by an out-of-province regulatory authority to practice a regulated occupation in Ontario in certain circumstances for a one-time six-month period of time. Corresponding regulation-making authorities are added to section 25 of the Act.

Section 11 of the Act, which governs Ontario regulatory authorities' publication duties, is re-enacted to include a requirement to publish certain information respecting applications for certification by individuals who are already certified by an out-of-province regulatory authority.

New section 16.1 of the Act requires Ontario regulatory authorities to report on matters respecting labour mobility.

New section 20.1 of the Act makes it an offence for a person to make a representation, knowing it to be false, for the purpose of meeting a requirement set out in subsection 10.1 (2) of the Act.

New section 27.1 of the Act addresses protections against liability.

Discussions Victoria McFarland, Minister Piccini's Office**April 25, 2025**

Upcoming new MOLITSD bill with wording relating to the following items:

- Government funded projects will have a mandatory number of apprentices with credits if in compliance.
- Sites must have AED device.
- Penalty is not in WSIB compliance.
- Corr or ISO will be acceptable training.
- Reduce open period from 60 days to 14 days

Note! Advised that it is in their mandate this term to review the Labour Relations Act

Wayne Peterson

From: Bettens, Hunter (MLITSD) <Hunter.Bettens@ontario.ca>
Sent: April 29, 2025 4:17 PM
To: Wayne Peterson
Cc: McFarlane, Victoria (MLITSD)
Subject: Upcoming Events - 2025

Hey Wayne,

I hope you are well!

Just doing some forward planning for the year.

We were wondering if there are any conferences or events that CECCO is planning that you would be interested in Minister Piccini attending.

Let me know when you can!

Best regards,

Hunter C. Bettens
Stakeholder Relations Advisor
Office of the Hon. David Piccini
Ministry of Labour, Immigration, Training and Skills Development
+1 (437) 996-3185

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



January 14, 2025

The Honourable Doug Ford
Premier of Ontario
Queen's Park

Dear Premier Ford,

Thank you for your continued leadership in advocating for Ontario's economic interests and highlighting the importance of U.S.-Canada trade relations.

To support your discussions with Canadian partners, the Ontario Tripartite Labour Resource Council (OTLRC), representing the Provincial Building and Construction Trades Council of Ontario, the Construction Employers Coordinating Council of Ontario, and the Electrical Power Systems Construction Association would like to provide an overview of the anticipated impacts that tariff measures may have on Ontario's construction industry.

The Potential Disruption of Ontario's Construction Sector

If the incoming U.S. administration imposes tariffs on Canadian exports to the U.S., and Canada responds with reciprocal measures, Ontario's construction industry will face significant challenges. While Canada's response may aim to minimize impacts on domestic businesses, workers, and households, the ripple effects of tariffs on the sector will be profound.

Key Impacts on Ontario's Construction Industry

1. Supply Chain Disruptions and Rising Costs

Tariffs will disrupt well-established cross-border supply chains, causing delays and inefficiencies in sourcing essential materials. This will hinder the ability to meet project deadlines and exacerbate existing pressures such as skilled trade shortages and inflation.

- Ontario construction heavily relies on U.S. imports, including primary materials like steel, aluminum, and lumber, as well as finished products such as electrical and mechanical components, HVAC systems, and construction equipment.
- Tariffs are likely to raise costs for both imported and domestic construction materials, further straining the industry.

2. Challenges for Contractors

In the short-term, contractors will struggle to source products elsewhere (non-U.S. markets) and deal with unknown supply chain processes, logistical challenges, and material quality that may not meet Canadian standards.

- **Stockpiling Risks** - larger contractors may stockpile materials to manage costs, creating supply imbalances and leaving smaller contractors - comprising 80% of the sector - at a disadvantage.
- **Alternative Supply Chains** - while contractors may attempt to pivot to non-U.S. suppliers or prioritize locally sourced or recycled materials, these shifts require time, investment, and adjustments to meet Canadian standards.

3. Project Risk and Delays

- Ontario's major infrastructure projects, which have been costed based on integrated cross-border supply chains, may face financial risk due to rising costs. Existing projects could encounter delays, and planned projects may be deferred.
- Fixed-price contracts and penalties for delays place the financial burden of tariffs on contractors, potentially leading to business closures and driving up future project bids.

4. Impact on Skilled Trades and Consumers

- Rising costs could lead to downsizing or reduced hiring by contractors, limiting skilled trade opportunities for young workers at a critical time for building trades recruitment.
- Increased construction costs will eventually be passed to owners, developers, homebuyers, and consumers, making infrastructure and housing more expensive.

Strategies for Adapting to Tariff Challenges

Addressing the risks of proposed tariffs on construction will require close cooperation among industry partners with government. Ideally, trade policies that eliminate or reduce tariffs "specific to construction materials" would safeguard current and future infrastructure priorities. We are committed to working with your government to mitigate the impacts of potential tariffs and offer the following measures:

1. Short-Term Supports

- Implement government-supported programs to help contractors secure materials earlier and lock in pricing, minimizing exposure to market volatility.

2. Enhanced Scenario Analysis

- The OTLRC offers its Skilled Trades Demand Supply Forecasting tool to provide real-time insights into budget changes and proactive cost controls related to tariff measures.

3. Force Majeure Considerations

- Reciprocal tariffs may trigger force majeure clauses in fixed-price contracts. The government could play a leadership role by ensuring that cost escalations are equitably shared, particularly for publicly funded projects involving colleges, universities, hospitals, and municipalities.

4. Flexibility in Sourcing

- Encourage more flexible procurement practices, allowing contractors to propose alternative products when tariffs make specified materials prohibitively expensive.

5. Long-Term Supply Chain Resilience

- Collaborate with Canadian suppliers and manufacturers to develop sustainable and innovative construction materials that meet domestic standards and environmental goals. Over time, this will reduce reliance on U.S. imports and mitigate future tariff risks.

Supporting Ontario's Economic Transition

Ontario is at a pivotal moment of economic transformation. Safeguarding the construction industry from the risks posed by tariffs is crucial to advancing key infrastructure projects such as electrified transportation, mass transit, and housing development.

The OTLRC is committed to monitoring developments, analyzing impacts, and offering solutions as the situation evolves. We welcome the opportunity to support government consultations or advisory bodies aimed at helping Ontario businesses adapt to changing trade policies.

Please do not hesitate to reach out to us. We stand ready to support your efforts to protect Ontario's economy and the construction industry's vital role within it.

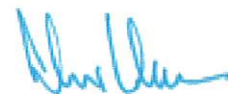
Sincerely,



Marc Arsenault,
Business Manager-PBCTCO
Tel: (416) 679-8887
E-mail: marc@ontariobuildingtrades.com



Wayne Peterson,
Executive Director-CECCO
Tel: (905) 677-6200
E-mail: wpeterson@cecco.org



Alex Lolua,
General Manager-EPSCA
Tel: (416)-213-0266
E-mail: alolua@epsca.org

c.c.

David Piccini, Minister of Minister of Labour, Immigration, Training and Skills Development
Kinga Surma, Minister of Infrastructure
George Gritziotis, Executive Lead, Ontario Tripartite Labour Resource Council

Annual General Meeting Agenda

May 1, 2025

08:30 – 15:00

Westin Ottawa, 11 Colonel By Drive, Ottawa, ON – BC/Manitoba Room

ITEM #	TOPIC	NOTES/COMMENTS
1.	Breakfast	08:00 – 08:30
2.	Call to Order	08:30
3.	Approval of Agenda	
4.	Approval of Prior Minutes May 1, 2024	(Attachment)
5.	Review and Approval of 2024 Financial Statements	(Attachment)
6.	Appointment of Auditor for 2025 Fiscal year	Motion by Warren
7.	YTD Financial Update	Warren (Attachment)
8.	October Conference Planning update	Joe & Warren
9.	Break	9:45– 10:00
10.	US Tariffs & trade war Impacts on our industry - Roundtable	10:00 – 11:00 Sean Strickland & Nathan Carr
11.	SkillPlan, SRDC & BuildForce – Project discussion – Indigenous Online Training	11:00 – 11:30 Bill Ferreira, Kyle Downie, David Gyarmarti
12.	CBA Wage Table Survey Tool - Presentation	Warren & Jeff Seedhouse (Avatara) 11:30 – 12:15
13.	Lunch (working)	12:15 – 12:45
14.	Round Table Discussion	12:45 – 15:00
15.	Wrap discussions	15:00

NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE OF CANADA CONFERENCE 2025

ABOUT US

The National Construction Labour Relations Alliance of Canada Inc.(NCLRA) is a nationally registered not-for-profit organization comprised of Employer Bargaining Agencies (EBA) in the unionized construction industry. The EBAs are responsible for negotiations on behalf of a wide range of contractors, from large-scale industrial to smaller residential work, in a wide array of workplaces, from single-trade operations to multi-trade general contractors. Our members represent hundreds of unionized contractors across the country who employ hundreds of thousands of workers in the construction and maintenance industry across Canada.

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ENDS JULY 31ST, 2025**

CONFERENCE RATES UNTIL JULY 31, 2025

Employing Contractor or Bargaining Agency	\$1,000 + GST
Construction Owner/Client, Union, or other Industry Stakeholder	\$650 + GST

CONFERENCE RATES AFTER JULY 31, 2025

Employing Contractor or Bargaining Agency	\$1,250 + GST
Construction Owner/Client, Union, or other Industry Stakeholder	\$850 + GST
Reception Only (+1)	\$100 + GST

**CLICK HERE TO
REGISTER NOW!
WWW.NCLRA.CA**

NCLRA National Construction Labour
Relations Alliance of Canada Inc.
600 – 4010 Pasqua Street
Regina, SK S4S 7B9
Website: www.nclra.ca
Phone: (306) 352-7909

March 24, 2025

Employment and Social Development Canada
140 Promenade du Portage,
Phase IV, 4th Floor
Gatineau Quebec
K1A 0J9

Subject: Letter of Endorsement for BuildForce Canada's Labour Market Information Project in Support of the National Housing Strategy

On behalf of *Construction Employer Coordinating Council of Ontario*, I am pleased to offer our strong endorsement of BuildForce Canada's Labour Market Information Project in Support of the National Housing Strategy under Employment and Social Development Canada's Sectoral Workforce Solutions 2025 solicited intake.

BuildForce Canada's initiative to produce comprehensive Labour Market Information (LMI) reports for both the residential and non-residential construction sectors is critically important to our industry's continued growth and sustainability.

Accurate, timely, and detailed LMI is essential for our sector's ability to effectively respond to workforce demands and prepare strategically for future labour market trends. BuildForce's work in this area has consistently provided our organization and the broader construction industry with invaluable insights necessary for informed decision-making, policy development, and workforce planning.

We recognize the value of BuildForce Canada's approach in engaging stakeholders throughout Canada to validate and enhance the quality and accuracy of labour market forecasts. This collaborative effort ensures that the data and analysis provided are both relevant and actionable for industry stakeholders, including contractors, labour organizations, training providers, and government bodies.

Our organization fully supports this project and anticipates actively participating in its development and implementation. We are confident that the outcomes and insights from this initiative will significantly benefit our sector, equipping employers and training providers with the essential information and tools to attract, train, and retain a skilled and inclusive workforce.

We look forward to working with BuildForce Canada.

Sincerely,



Wayne Peterson
Executive Director
Construction Employers Coordinating Council of Ontario

Board Report: AMO Conference

Prepared by: Christine Allenby, March 27, 2025



Conference Details

The 2025 AMO AGM and Conference in Ottawa, August 17 - 20, 2025 at the Rogers Centre Ottawa and Westin Ottawa is the premier event for Ontario's municipal sector, attracting close to 3,000 delegates from Ontario's 444 municipalities. For AMO industry partners and related organizations, the event is an unparalleled opportunity to make and solidify relationships with the sector through face-to-face communications, promotion, and marketing.

Conference Schedule *(to be finalized in July 2025)*

Sunday, August 17

Tradeshow 2pm-7pm

Opening reception 5pm-7pm

Welcome reception-Ottawa tourism – 7pm-9pm offsite

Monday, August 18

Registration & Conference 8:30am-5:30pm

Tradeshow 7:30am-6pm

Tuesday, August 19

Registration & Conference 8:30am-3:30pm

Wednesday, August 20

Registration & Conference 8am – 12pm

Exhibitor Information

The trade show is held at the Rogers Centre Ottawa. OCS has secured a 10' x 10' booth that will be staffed during the conference. Included in our participation is one full conference registration (Package B) that includes access to all scheduled programming Sunday through Wednesday, Monday Lunch Ticket, Tuesday Lunch Ticket, access to the Tuesday and Wednesday Breakfasts.

OCS Objective

This is a great opportunity to network and raise the profile of the OCS and the unionized ICI construction sector. Materials are being pulled together that will highlight the union advantage including procurement best practices. Staff will be updating the Investment in Training report and will have that available along with some of our other reports that will benefit the attendees at this conference.

BUILDING TRUST IN PROCUREMENT: A GUIDE TO PUBLIC CONSTRUCTION PROCUREMENT IN ONTARIO

Fostering Strong Partnerships for Sustainable Growth

Procurement culture where trust and strong relationships lead to sustainable, mutually beneficial partnerships should be the top priority for any project. Public construction procurement in Ontario must align with legal, ethical, and efficiency standards to ensure transparency, value for money, fairness and community growth.

Guiding Principles of Public Procurement

Public procurement is based on four key principles:

Fiscal Responsibility	Consistency	Fairness	Achieving Social & Economic Objectives
Ensuring cost-effective and value added use of public funds	Adhering to standardized policies and trade obligations	Providing equal opportunities for all bidders and ensuring fair wage policy	Promoting community and economic benefits

Beyond the Lowest Bid: The Case for Trust

While public procurement often favors the lowest bid, this approach can lead to cost overruns, project delays, and legal disputes due to misinterpretations or overlooked terms. A focus on trust-based relationships mitigates risk, enhances transparency, and ensures successful project completion. A contractors workplace culture will demonstrate their commitment and dedication to their professional completion of a project.

Best Practices in Tendering & Bidding

1-Develop Clear RFPs and Tender Documents

Clearly define scope, evaluation criteria, timelines, and contract terms

2-Prequalification Process

Shortlist qualified bidders based on objective criteria:

Financial Stability (bonding capacity, financial statements)

Experience & Past Performance (completion history, legal disputes, project types and sizes)

Company Organization (years in business, officer qualifications)

Health & Safety (certifications, accident history, regulatory compliance)

Contractor Capacity (staff qualifications, labor availability)

Project Control Procedures (on-time, on-budget delivery strategies)

Geographic & Community Benefits (local workforce, material sourcing, community impact)

3-Bid Evaluation Criteria

Assess bids based on value for money, experience, schedule, and value-added criteria rather than lowest bid alone. Meet with the prospective contractors to present their bid and how they will mitigate your risk as an owner on the project.

OCS Award of Excellence



Criteria and Eligibility

Criteria

The **OCS Award of Excellence** is an annual award, given to an Individual, or Group/Organization/Partnership that is granted in recognition of leadership excellence in Ontario's Unionized ICI Sector, and aligns with OCS's mandate to inspire industry leaders to work as partners to strengthen labour-management relationships, build industry knowledge and awareness, and promote the building trade union advantage.

Recipients will have demonstrated exemplary dedication, commitment and leadership in one of the following areas: Training, Workforce Development, Labour Relations, or Health and Safety.

Key qualities and achievements considered for the **OCS Award of Excellence** include

- **Visionary Leadership:** The ability to set a clear direction and inspire others toward achieving shared goals.
- **Integrity and Ethics:** Leading by example with honesty, fairness, and a commitment to doing what is right.
- **Innovation and Problem Solving:** Tackling challenges creatively and proactively, driving progress and change.
- **Empowerment and Mentorship:** Supporting the growth and development of others, fostering an environment of trust, learning, and collaboration.
- **Impact:** Demonstrating measurable positive outcomes through leadership efforts, whether in the workplace, community, or broader society.

This inaugural, peer-nominated leadership award acknowledges those who lead with purpose, inspire positive change, and leave a legacy through their leadership.

Eligibility

Nominees must be affiliated with the Ontario Construction Secretariat. This would include representatives from an Employee/Employer Bargaining Agency, Building Trade Council of Local Union, union signatory contractor association, union signatory contractor, union-employer training centre, or government.

Submission Instructions

If you know someone who is deserving of this award, please complete the Nomination Form by July 31, 2025. Nomination form can be found here: [Link to Form](#)

For any questions, please contact aidanj@iciconstruction.com



OCS TALKS is an educational industry podcast that addresses varying topics, challenges, and opportunities within Ontario's unionized ICI construction sector. Episodes will feature leaders from across the industry to explore different subject matter. It is our hope that listeners find these short podcast episodes engaging, thought-provoking, and digestible.