



Construction Employers Coordinating Council of Ontario

POST BARGAINING SYMPOSIUM

The primary purpose of a post-negotiation symposium is to assess the overall effectiveness of the negotiation process.

CECCO will be conducting a post-mortem analysis to evaluate the success of the negotiation process, identify areas for improvement, and learn from both successes and failures.

When: November 6, 2025

Where: Mississauga Convention Centre (75 Derry Road just west of Hurontario)

What: Round table discussion of the positives and negatives of the 2025 round of bargaining.

- Where there any positives/negatives?
- Did relationships with our labour counterparts have any impact?
- Did other sector negotiations have on our bargaining? If yes, how do we mitigate this in the future negotiations.
- Did our media relations efforts have any impact? Where they positive or negative?

Discussion of the I.C.I. bargaining process in general.

- Is it time to look at our system of I.C.I. bargaining. If so, what revision can be made to improve market presents across all trades?

Negotiation 2028.

- What steps do we need to start now to assist is positive 2028 negotiation results.
- What additional activities relating to negotiations would you like to see from CECCO.

Facilitator: Mr. Gary Furlong. Gary has extensive experience in labour mediation, alternative dispute resolution, negotiation, and conflict resolution. Gary specializes in leading joint bargaining training for intact negotiation teams just prior to negotiations, with a focus on helping parties maximize joint gains at the table. In addition, Gary also conducts relationship building interventions to strengthen day-to-day union-management effectiveness away from bargaining.

Attendance: Ideally, we would like to see the EBA's staff in attendance along with representatives from their negotiating committee. Contractor representatives have a different perspective of the negotiation than EBA staff and they are extremely important to this process moving forward. Please encourage their attendance.

CECCO POST BARGAINING SYMPOSIUM
Mississauga Conference Centre
November 6, 2025
8:30 am- 2:30 pm

REGISTRATION FORM

Employer Bargaining Agency: _____

Contact: _____

Phone#: _____ **Email:** _____

Attendees

Attendee: _____ **Email:** _____

Attendee: _____ **Email:** _____

Attendee: _____ **Email:** _____

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Please forward your completed registration form to [wpeterson @ cecco.org](mailto:wpeterson@cecco.org)