

Cathy Domanico

From: Wayne Peterson
Sent: February 13, 2024 8:00 AM
To: jeff@mcao.com; Chris Robinson; Dan Lancia; 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); Marty Albright (malbright@bcacanada.ca); National Elevator & Escalator Association (neea@bellnet.ca); Noel Marsella; Pat Cimek; Paul Wrigley; ppenney-rouzes@amcontario.ca; tfanelli@clrao.ca; Tony Bombini; Wayne Peterson; alolua@epsca.org; Andrew Pariser (pariser@rescon.com); Brian Butler; Derek Smith; Jason Campbell; Karman Jiri; Margaret Taylor; Patrick McManus (patrick.mcmanus@oswca.org); Raly Chakarova; Rick Logozzo; Robert@aquacontracting.ca
Cc: Cathy Domanico
Subject: Bulletin #08-24 Labour Relations Symposium Registration
Attachments: Bulletin #08-24 Registration Form.docx

Good day.

Attached is the registration form with further information relating to our April 23rd & 24th, 2024 Labour Relations Symposium.

Please ensure your all the personnel planning to attend from your EBA are listed along with an email contact address.

Thank you.

Wayne Peterson
Executive Director
Construction Employers Coordinating Council of Ontario
CECCO



Construction Employers Coordinating Council of Ontario

February 13, 2024

BULLETIN # 08-24

REGISTRATION LABOUR RELATIONS SYMPOSIUM

We need to be prepared for this upcoming difficult round of negotiations. This is our first step. Our goal with this symposium is to educate, provide preparation guidance and ideas on various issues that disrupted the last round. We need your EBA's participation.

What: CECCO Labor Negotiations Symposium

When: April 23 & 24, 2024

Where: Mississauga Convention Centre
75 Derry Road West, Mississauga, ON (north side of Derry just west of Hurontario)

Facilitators: Forrest Inc. Tracy MacMillan & Jason Legere

Draft Content:

1. Context, Introductions and Agenda
2. The Art of Bargaining - Several Subsections here which include: *Best Practices for Transitioning from Positional to Interest-based, creative problem solving, making ourselves heard, common understanding of industry issues, and Best Practices of sunset clauses as a tool.*
3. Preparation to Bargain - Best Practices on information and context to have ready, clarity on the positions, challenges and mindsets of the labour side, assigning of roles, authorities, and importance of rigour and discipline in roles at the Table.
4. Relationship Building - Establishing common ground, displaying integrity, demonstrating empathy and mutual respect. Establishing bargaining structure and ground rules.
5. Establishing Trust through Information - Methods to effectively exchange and then validate information between parties.
6. The Personalities - a rundown of different personalities encountered at the table and how to address.
7. Social Media – Managing the message
8. Coming to Consensus - Knocking down issues, the art of the back and forth, and best practices for the last sprint
9. The Big Finish - Once a tentative deal is struck, the practices that follow, selling the deal to membership (labour & management) Outline an order to approve and ratify.
10. Conclusion and Close

Employer Bargaining Agency: _____

Your Name: _____

Attendee	Email	Attendee	Email

To assist in proper planning, we require this information as soon as possible.

Thank you.

CECCO

Construction Employers Coordinating Council of Ontario



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Thank you.





CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

Managements voice for unionized I.C.I. Construction

Labour Negotiation Symposium

Mississauga Convention Centre, 75 Derry Road West, Mississauga

Agenda – Day One – April 23, 2024

8:00 am	Breakfast
8:30 am	Welcome and introduction
	Review of Bargaining Approaches
	Break
	Bargaining Preparations
	Lunch
	Problem Solving
	Building Relationships
	Break
	Establishing Trust
	Dealing with the Personalities
4:00 pm	Session ends for the day

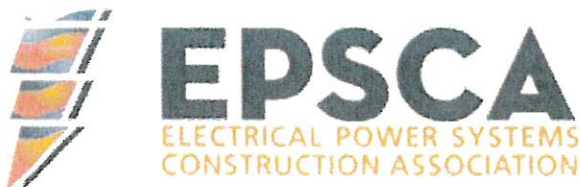
Agenda- Day Two- April 24, 2024

8:00 am	Breakfast
8:30 am	Welcome and Review of Day One
	Social Media and Communications in Bargaining
	Break
	Social Media, continued
	Lunch
	Coming to Consensus
	The Big Finish
	Break
	Contract Administration
	Questions & Answers / Plenary Session
4:00 pm	Closing Comment

Note

Given that some topics will generate more discussion and questions than others, all timings are approximate to ensure deep coverage of popular concepts.

Platinum Sponsors



Symposium Facilitation

FORREST Forrest & Company, Ltd.

Forrest & Company are experts in identifying, developing, and releasing potential in leaders and their organizations, providing our clients with a strategic competitive advantage.

Jason Legere

Director, Design & Facilitation



Jason Legere, CPHR, joined Forrest & Company in 2017 as Director, Design & Facilitation with over two decades of training design and facilitation in the fields of HR, Leadership, Coaching, Change Management, Technology and Engagement.

Jason designs and facilitates content for both the physical and virtual classrooms. He also leads Forrest's multi-day, immersive simulations in the areas of Change, Labour Negotiations, Business Acumen and Accountability Management Systems.

Additionally, he works with Leaders at all levels of organizations as a coach for skill development, unlocking potential and creating leaders of character.

Jason is a member of the Human Resources Association of New Brunswick and holds both a Bachelor of Arts and Certificate in Adult Education from St. Francis Xavier University. He also holds an Instructional Design certification from Langevin Learning Services and numerous certificates in the Organizational and Technology fields.

A life-long Maritimer, Jason resides in Saint John, NB.

Gold Sponsors



Tracy MacMillan

Director, Labour Relations & Bargaining



Tracy MacMillan is the Director of Labour Relations & Bargaining at Forrest & Company. She has over 25 years of experience in the HR field, having worked mostly in the manufacturing sector where she held executive level positions for both automotive and aerospace organizations.

Tracy provides HR consulting services and HR strategic support to CEOs and executive leadership teams in both for profit and not-for-profit organizations. She creates strategic alliances with organizational leaders to effectively align with and support their key business initiatives.

She also serves as Subject Matter Expert and facilitator in Forrest & Company's Labour Bargaining simulation program.

Tracy has a broad depth of knowledge in strategic planning, organizational design, compensation and benefits administration, labour and employee relations including contract negotiations, policy development for both labour-related issues as well as health and safety, performance management systems and training seminars on various topics.

Tracy is particularly experienced in change management and is often utilized to help organizations navigate the complexities of organizational change including communications plans, employee engagement plans and assessing and developing company culture strategies.

In addition, Tracy has extensive experience in collective bargaining having bargained with several unions including Unifor, Liuna, SEIU, and the Steelworkers. Tracy has held various roles at the table including Chief Negotiator as well as supporting roles. She has done extensive work creating mandates, writing proposals, and effectively managing the bargaining process.

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Ius Laboris Canada Global HR Lawyers

MathewsDinsdale

Bronze Sponsor



AMCO

Association of Millwrighting
Contractors of Ontario



Construction Employers Coordinating Council of Ontario

VISION

Management working in harmony with Labour for the advancement of the I.C.I. unionized construction industry.

MISSION

To be recognized as Managements voice for unionized I.C.I. Construction and to assist members in remaining competitive in an ever-changing environment.

PURPOSE

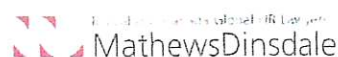
The purpose of CECCO is to serve as the common voice for unionized Industrial, Commercial, and Institutional (ICI) construction contractors across the Province of Ontario. CECCO does this by working with designated Employer Bargaining Agencies (EBA) responsible for the negotiation of province-wide collective agreements, applicable to the ICI sector of the construction industry.

More specifically, CECCO:

1. Coordinates the EBAs on a continuous basis, including providing advice, resources, and support leading up to and during provincial collective bargaining.
2. Participates with industry partners, including the Ontario Construction Secretariat and the Provincial Building and Construction Trades Council of Ontario, on initiatives that impact the EBAs, such as workforce forecasting, education, and market share strategies.
3. Provides support and guidance to EBAs on matters affecting labour relations and employment standards, which may include working with the provincial government and other industry partners.

In doing this, CECCO shall not acquire any bargaining rights nor exercise any authority or veto powers over Employer Bargaining Agencies.

We thank all our sponsors for their financial assistance!



REGISTERED ATTENDEES

#	Trade	Registered Attendee
1	Wayne Peterson	Wayne Peterson
5	Boilermakers	Marty Albright
		Leslie Mullaly
		Tom Parks
		Adrian DiCocco
		Kyle Grouix
4	Bricklayer	David Stubbs
		Daniel Danis
		Craig Irwin
		Steven Presacco
9	CLRAO	Ryan Simmons
		Allen Nagel
		Mark Nokes
		Bruce Thomas
		Tony Fanelli
		Matt Holmes
		Jim Vlahos
		Ron Johnson
		Jeff Koller
2	Cement Masons	Andrew Kenny
		Chris Henderson
3	Demolition	Margaret Taylor
		Adam Crapsi
		Jayson Rider
7	Electrical	Jodi Travers
		Roch Picknell
		Dan Lancia
		John Barr
		Nick Mammoliti
		Graeme Aitken
		Tyler Roberge
1	Ironworkers	Jack Mesley
2	Millwrights	Patricia Penney-Rouzes
		Arthur Matthews
4	Plumbers/Steamfitters	Rachael Lolua
		Jeff Spitzig
		Frank Bertuzzi
		Mary Gautier
2	Refrigeration	Paul Wrigley
		Tony Mammoliti
7	Roofers	Don Marks
		Jason Campbell
		Battista Settimi
		Kyle Harding
		Manuel Figueiredo
		Darcy Beites
		Mark Agius
2	Teamsters	John Pilat
		Dave Kerwins
49	Sub Total	

#	AFFILIATES	
5	EPSCA	Caitliom Gascon
		Padmin Thilakasinghe
		Rachel Wilchesky
		Alex Lolua
		Cameron Moore
2	RESCON	Andrew Pariser
		Mertedith Greaves
4	Utilities	Bob Brennan
		Adam Budd
		Barry Wood
		Namby Vithiananthan
3	Industrial	Jason Campbell
		Bill Patterson
		Sylvia Hitchcock
14	Sub Total	

Facilitators

2	Forest Inc	Jason Leger
		Tracy MacMillan
2	Sub Total	

Total	65
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CECCO

2024 LABOUR NEGOTIATION SYMPOSIUM

CECCO DISPATCH

News from the Construction Employers Coordinating Council of Ontario

Issue 1: February 2023

Post-bargaining Symposium

No matter the outcome of the negotiations you're involved in, positive or negative, a vital practice you need to develop is to conduct a post-negotiation assessment.



In November, CECCO conducted such an assessment on the latest round of bargaining in the Ontario ICI construction sector. It was acknowledged that this was a difficult bargaining round primarily due to external development beyond the industry's control, but the dialogue also highlighted a number of improvements CECCO could employ to assist in the coordination amongst the employer bargaining agencies. Also highlighted was the need for labour and management cooperation to dispel inaccuracies in the media and an attempt to control inaccuracies on social media.

CECCO Looks to the Future with a Strategic Planning Workshop

Having a strategic plan in place is critical for any organization's well-being. It helps define and share the direction your organization will take in the next three to five years, and enables you to establish goals and to track progress towards those goals.

In early January, CECCO conducted a member's workshop where there was extensive discussion on CECCO's stated purpose. With its current purpose in mind and a general consensus of its current purpose with some minor tweaks, a SWOT - Strengths, Weaknesses, Opportunities and Threat - exercise was conducted. With the information gathered, CECCO's Executive Committee was tasked with drafting an updated strategic plan for the Council's approval, further reviewing its purpose, vision and mission statements, reviewing its financial wellbeing and developing a succession protocol to meet a September 2023 deadline.



Calendar of Events

March 3: OCS State of the Industry conference

March 10: CECCO Executive Committee Meeting

March 24: CECCO 1st Quarter Council Meeting

March 24: CECCO Annual Meeting

June 15: CECCO 2nd Quarter Council Meeting

September 14: CECCO 3rd Quarter Council Meeting

December 14: CECCO 4th Quarter Council Meeting

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## BuildForce Canada

BuildForce is currently meeting with the industry in final preparation for their national 2023-2032 labour market forecasts. As it relates to Ontario, these forecasts break the Province into five

distinct areas. The forecasts, which include an economic and investment outlook, are key to their labour supply demand and are used by government and all facets of the construction industry to assist in determining future manpower requirements and, in some cases, project release dates. The one knock some have with the forecasts is that, due to the work level and information readily available, they are at a macro level.

We are pleased to advise that, working with the Provincial Building Construction Trades Council of Ontario and others, CECCO is engaged in a project to bring the information as it relates to Ontario down to a more usable micro level.