

CECCO As we see it

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Skilled Trades Ontario

The Industrial, Commercial and Institutional (ICI) sector of the unionized construction industry is committed to trades training and invests millions of dollars yearly to ensure apprentices have the training needed to be successful.

Between 2013 and 2019, ICI unionized construction industry invested \$325 million in capital upgrades for training facilities and equipment to ensure tools and amenities were state of the art. It is an undisputed fact that their apprentices have the best success rates in first time writing of the trade's Certificate of Qualification

examinations and their apprentice completion rates are above the Provincial average.

These investments and ensuing successes demonstrate a commitment to trades training and ensuring the knowledge required to achieve success in trades training and apprentice retention. Direct participation by representatives of ICI unionized contractors on the Board of Directors for Skilled Trades Ontario would be of invaluable assistance to other Board members. Our sector needs and deserves an explanation as to why there is no unionized construction management representation on Skilled Trades Ontario's Board.

Project Labour Agreements

A Project Agreement (PA) – also known as a Project Labour Agreement – is a project-specific uniform agreement covering all the trades on a project and lasting only the duration of the project. It is a comprehensive labour relations agreement that sets out the terms and conditions that apply to all employers and all trades working on the project.

Buyers of construction utilize PAs to maximize project stability, timely completion, quality workmanship, efficiency and productivity, and to minimize risks and any inconvenience to the public on large-scale projects. These mutually-negotiated agreements create an environment for owners to invest in economically significant projects.

Across North America, Project Agreements have been adopted in a wide range of circumstances in both the public and private sector. PAs have been part of Ontario's construction industry landscape for over 20 years. To-date they have been primarily used, and consistently renewed, by numerous large industrial corporations including Toyota, Nova Chemical, Dofasco and General Motors, to name a few. Although rarer in Ontario, Project Agreements have been utilized in the public sector in both the United States and Canada. Many public sector entities in the United States utilize Project Agreements to ensure stability and cost efficiency on their large public sector projects.

Project Agreements are not strictly the domain of unionized construction. Union and non-union contractors alike can bid a project being put out to tender with an established PA, but all contractors must bid to the terms and conditions established by the Project Agreement.



THE UNION EFFECT

Unionization is associated with:

 **29%**
LOWER
Incidence of Critical
Injuries Claims

 **25%**
LOWER
Incidence of Musculoskeletal
Injury Claims

 **31%**
LOWER
Incidence of Lost-time
Injury Claims

*In analyses without statistical adjustment in comparison to non-union firms. Statistical adjustments do not significantly alter the Union Safety Effect.

Questions or comments? Ideas for a future issue of **As we see it**? We want to hear from you! Email us anytime at admin@cecco.org.

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