



As we see it

A publication of the Construction Employers Coordinating Council of Ontario (CECCO)

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Welcome to **As we see it**.

This is an unprecedented time of challenge for the construction industry in Ontario. Being accurately and fully informed is critical to navigating during these times, particularly as bargaining takes place among trades across the province over the coming months.

We invite you to read CECCO's new publication, **As we see it**, which we will be issuing regularly throughout the 2022 ICI industry bargaining cycle and beyond to share relevant facts and information of importance to Employer Bargaining Agencies and their contractors. Through this publication, and via our social media feeds and other channels, CECCO commits to education and timely information-sharing. We encourage you to pass along **As we see it**, and we welcome readers' questions and comments at any time.

Topic of the times: unique features of the ICI industry

The Industrial, Commercial and Institutional (ICI) construction industry is one of seven in the province. Our industry collective agreement negotiations are unique and differ from other industries in two distinct ways.

Firstly, contractors do not negotiate directly with their labour partner. In Ontario, we have Government-legislated Employer Bargaining Agencies (EBAs) for the twenty-five trades involved in ICI construction. These twenty-five EBAs negotiate directly with their labour counterparts for Government-mandated three-year collective agreements that are applicable to all signatory unionized trade contractors working in the trade.

And secondly, each union determines their members' base wage, not management. Any monetary increases are negotiated on the total package, and it is labour who determines where those monies go -- wage rates, health and welfare, pension, union dues and promotion funds, for example. For this reason, comparison solely of base wage rates between the trades is comparing apples to bananas. When comparisons are made to wage increases and cost-of-living percentages, they must be made using the total package figures, not the base wage rates.

Notice in writing: As we undertake 2022 collective bargaining across ICI industries, we must keep in mind our obligations around notice.

Ontario Labour Relations Act, 1995 131 Notice of desire to bargain for a new collective agreement - Each party to a collective agreement between an employer or employers' organization and a trade union or council of trade unions may, within the period of 90 days before an agreement ceases to operate give notice in writing to the other party of its desire to bargain with a view to renewal, with or without modifications, of the agreement then in operation or to making a new agreement, and the notice has the purposes the same as a notice under section 59.



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.

