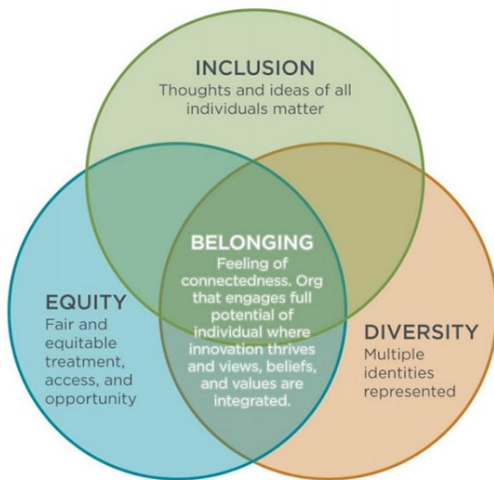
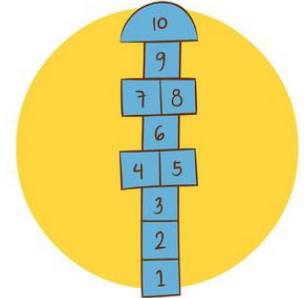


Hopscotch

Industrial, Commercial & Institutional (ICI) single trade Ontario provincial bargaining was enacted in 1978 after an extensive study of industry issues, one being the hopscotch nature of collective bargaining and the resultant compounding rate increases when moving from one geographic area to the next within the same trade.

What we are observing in this negotiation round is hopscotching, but it is now trade over trade for wage increases without any regard to market pressures that may arise or the market share advantage the competing trade may enjoy. Our industry needs to do a better job of educating both labour and management on the realities of the marketplace.



Diversity, Equity and Inclusion

We recently had the opportunity to attend the first session of the Electrical Contractors Association of Ontario's (ECAO) ground-breaking program addressing Diversity, Equity and Inclusion. This was the first session of six which laid the groundwork centred around the topic of "Four Lenses". This is a proven personality assessment tool that, when completed, reveals the personality traits in your lens that dominate your reactions and decision-making criteria. It also provides an understanding into the traits of individuals in the other three lenses. Rather than judge others for flawed behaviors, it teaches how to explore value diversity and appreciate unique perspectives.

In conversation, we discussed unintended and unconscious discrimination, and how easy it is to make off-handed comments that may be unintentionally discriminatory. We need to make a conscious

effort to put our brain in motion before our mouth in gear.

To provide this critical training, ECAO engaged dynamic trainer Alex Willis from Leadership Surge who will take them on this journey to create a culture of acceptance and belonging. Congratulations to ECAO and their project partner, the International Brotherhood of Electrical Workers, for leading the construction industry with this critically important education.

Not-for-profit associations

The construction industry has a significant number of not-for-profit associations, some formed following legislation and others to meet industry's contractor needs with their vision and mission statements. The Construction Employers Coordinating Council (CECCO) is one of the industry's leading not-for-profits.

To be a successful not-for-profit, organizations need to remain stable, relevant and resilient in the face of changing landscapes. To truly succeed, a not-for-profit must be financially stable, with a passionate volunteer base and committed, strong leadership.

With the upcoming conclusion of the 2022 round of ICI construction negotiations, it is time for CECCO to engage in a strategic planning exercise to ensure we are positioned to meet the next challenges in our industry. A committee has now been struck to begin this process.



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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