

About us: the Construction Employers Coordinating Council of Ontario

Ontario's ICI construction industry is vast, multilayered and complex. CECCO was established in 1979 by the unionized construction industry to coordinate collective bargaining on behalf of Employer Bargaining Agencies responsible for the negotiation of province-wide single trade agreements within the ICI construction sector. At CECCO, we serve as a voice for unionized contractors on issues such as legislative reform and labour relations practices.

Our organization is managed by an executive committee elected by our members, and we are guided by clear, actionable vision and mission statements.

Vision

Management working in harmony with labour for the advancement of the ICI unionized construction industry.

Mission

To be recognized as management's voice for unionized ICI construction and to assist members in remaining competitive in an ever-changing environment.



Future of the unionized Industrial, Construction and Institutional (ICI) construction industry as a whole

In the unionized ICI construction industry, the employer and employee bargaining agencies carry a huge responsibility tied to the future well-being of their trade. At the negotiation table, the applicable bargaining agency representatives speak for all the trades' members in the province or all of the trades' signatory companies in the province.

Both labour and management parties are provided by their applicable constituency the desired agreement revisions to their agreement's language and monetary terms. This input reflects the wants and desires of labour and management's members - labour's to meet their members' personal needs, and management's to retain the stability and profitability of their businesses. While both parties in the past have explored interest-based bargaining, ICI bargaining, for the most part, reverts to positional bargaining.

With interest-based negotiations, the individual trades would be considering what is best for the long-term interests of their trade, which may not occur with positional bargaining. It is safe to say that most of the individual ICI trades are not addressing contractual labour issues affecting their trade's wellbeing, and certainly not addressing issues that may be affecting the unionized ICI construction industry as a whole. Attempts have been made to coordinate bargaining with one eye to the health of the entire industry. Our experience in this endeavour has not been overly successful. Currently in Ontario, each ICI trade is in a silo and it appears to be where both labour and management trade representatives want it to be. As the industry has matured, is this silo approach harming the long-term health of the unionized construction industry?

It is time for the provincial leaders of individual trades and leaders of the industry's provincial bodies to come together to discuss each party's concerns, for the unionized ICI construction industry as a whole.



Unionized construction gives back

A survey by the Ontario Construction Secretariat disclosed that the unionized construction industry in a one-year period raised over \$12 million for charity. One of the unique charities supported is the Lions Foundation of Canada Dog Guides. It costs approximately \$35,000 to breed and train each dog guide, and the service they provide is invaluable. To date, the **Ontario Refrigeration and Air Conditioning Contractors Association (ORAC)** has raised over \$200,000 in support of this charity. Thank you to ORAC and its contractor members.

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.

