



As we see it

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

Issue 4 | February 24, 2022

In a communication last week, the Electrical Contractors Association of Ontario advised, “Of significant importance in this round of electrical negotiations was the fact that there was a clear indication from everyone involved in this renewal process of the need to work together to increase their market share, strengthen the position of ECAO contractors and their workers, and renew their focus on collaboration. Spokespersons for the parties were professional, goal-orientated, and strongly representative of their constituent’s interests.”

Electrical bargaining agencies reach settlement

Congratulations to the Electrical Contractor Employer and Employee Bargaining Agencies on their negotiated settlement for their 2022 – 2025 collective agreement. Since the early nineties, the parties have agreed at the commencement of bargaining to a negotiation protocol that sets out timelines for various aspects of negotiations such as local appendix bargaining, provincial language negotiations and, finally, an exchange of monetary proposals. If the parties are unable to reach a negotiated settlement for monetary adjustments, both final offers move to a ‘selector’ and the selector chooses the most reasonable offer as the final wage adjustment. In this round of bargaining, there was no need to go to the selector.

Two other important components of the protocol are a ‘no strike, no lockout’ clause and what the industry refers to as a ‘me, too’ clause that tops up the electrical workers’ wage settlement based on an average of the top two settlements if any of the eight identified trades negotiate a higher wage increase.

Productivity not as simple as a labour issue

Productivity is usually regarded as a measure of an organizations or industry’s efficiency. Reports with supporting data out of the USA and the UK state that construction productivity gains sit a meager 1% annually over the past twenty years. A troubling factor, especially as construction projects are becoming increasingly more complex.

In Ontario, it was reported recently that the productivity rate has risen 14% over the past ten years. This was good to hear, but it’s important that such information come from reliable sources and that data is provided to support such claims. The lack of consistent data in the required format is a serious constraint on the analysis and understanding of construction labour productivity.

Factors affecting productivity vary widely:

- Labour characteristics – Age, skill, experience, leadership and motivation of the workforce.
- Work conditions – Job size and complexity, site accessibility, equipment use and other project-specific factors.
- Non-productive activities – indirect labour, rework, work stoppages and other activities not directly resulting in productivity.

A reminder to local contractor associations, contractors and local unions

Agency shall make only one Ontario agreement: Article 162(1) of the Ontario Labour Relation Act states that an employee bargaining agency and an employer bargaining agency shall make only one provincial agreement for each provincial unit it represents.



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.

