

DISPATCH

Message from the Executive Director

Communication & Visibility Key to CECCO Success

Communication and visibility continue to be the main priorities of CECCO as it reclaims solid footing within the industry. With our re-designed web site up and running, and our new *Dispatch* newsletter well-received by our members and partners, the next step was face-to-face meetings with our trade partners.

Since the fall edition, CECCO has hosted two successful Trade Group meetings. The intent of these sessions was to get acquainted with the individuals associated with each Employer Bargaining Agency (EBA) and glean a better understanding of the current trade needs moving forward. Thus far, the meetings have been very well received and the groups have agreed to further sessions in early 2018.

On November 2, CECCO held its initial "Negotiations 101" preparation session which saw 26 industry representatives in attendance. The discussions revolved around three main components, namely: Notes from the Trade Group meetings held in October; questions relating to negotiations; and, information regarding the styles of bargaining and the value of interest-based bargaining.

Following the presentation, the floor was open for an informative question and answer period. The result was some great dialogue between all parties.

Keeping our association partners informed is also important to us as we move forward in re-establishing our industry footprint. On September 14, CECCO held a council meeting which had Mr. Douglas Paolini, from the Office of the Employer Advisor, provide an overview of WSIB's new rate framework, as well as an update to recent legislative changes to the Act. The upcoming December council meeting will have Mr. Bernard Fishbein, chair of the Ontario Labour Relations Board, address the group.

As the year quickly draws to a close, on behalf of CECCO, I would like to extend Happy Holiday wishes to all of our membership and their families. We are looking forward to working with you and taking further evolutionary steps in 2018!

- Wayne Peterson

Building Relationships

The ability to deal with differences depends upon a few basic elements. To measure the health of a relationship, we need to look at the basic qualities that allow it to cope successfully with differences. Six such qualities seem fundamental.

(1) **It helps to balance reason and emotion.** Many aspects of a relationship are not rational. We often react emotionally, not logically, in pursuit of some purpose. Emotions such as fear, anger or frustration may disrupt otherwise thoughtful actions. We cannot work well with another person when emotions overwhelm our reason, nor can we make wise decisions in the middle of a temper tantrum.

(2) **Understanding helps.** If we are going to achieve an outcome that will satisfy the interests of both, at least acceptably, and leave each of us fairly treated, we need to understand each-others' interests, perceptions and notions of fairness. Unless I have a good idea of what you think the problem is, what you want, why you want it and what you think might be fair, I will be groping in the dark for an outcome that will meet your interests as well as mine.

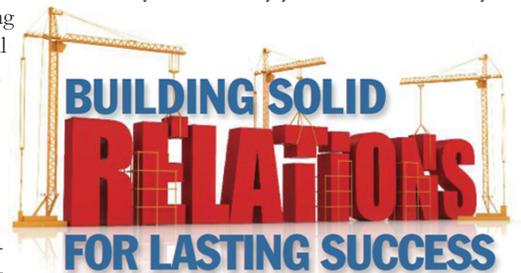
(3) **Good communication helps.** Understanding requires effective communication. And even though, in general, we may understand each other, the quality of a particular outcome and the efficiency with which it is reached are likely to depend on communications about that particular issue.

(4) **Being reliable helps.** My communicating with you is not worth much if you do not believe me. And commitments that are entered into lightly or disregarded easily are often worse than none.

(5) **Persuasion is more helpful than coercion.** In a particular transaction, you and I may be more interested in the immediate outcome than in our long-term relationship. Each of us will try to affect the other's decisions, and the way in which we do so will have a profound effect on the quality of the relationship.

(6) **Mutual acceptance helps.** If we are to deal with our differences, we need to accept each other as someone worth dealing with. Feeling accepted, worthy and valued is a human psychological need. Unless you listen to my views, accept my right to have views that differ from yours, and take my interests into account, I am unlikely to want to deal with you.

- Excerpt from "Getting Together - Building Relationships as We Negotiate" written by Roger Fisher and Scott Brown.



Ministry of Education Agrees to Meet with CECCO

The Construction Employers Coordinating Council of Ontario (CECCO) and the Ontario Provincial Building Trades advocated to the Ministry of Advanced Education and Skills Development (MAESD) relating to the Ministry's efforts to modernize Ontario's ap...

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prenticeship system. Both groups felt that the MAESD was not listening to concerns being raised by the construction industry. By joining forces and demonstrating a unified front, CECCO and the Provincial Building Trades influenced government officials to host a Construction Sector Engagement Forum on September 26 with construction-only representatives to ensure that the issues were heard.

CALENDAR OF EVENTS

- December 14** – CECCO Council Meeting
- December** – TBA
CECCO Executive Meeting
- February** – TBA
Trade Group 1 Meeting
- February** – TBA
Trade Groups 2 & 3 Meeting
- February** – TBA
CECCO Executive Meeting
- March 8** – OCS Economic Conference
- March 15** – CECCO Council Meeting
- March 15** – CECCO Annual Meeting
- April** – TBA
Negotiation Seminar

For more information and /or meeting location, please contact CECCO at (905) 677-6200.

THE CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

DISPATCH

The Construction Employers Coordinating Council of Ontario (CECCO) DISPATCH newsletter is published two times per year and spearheads the association's communication efforts. It is designed to ensure members are kept abreast of current CECCO undertakings, as well as relevant educational opportunities and industry news.

CECCO

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CECCO Voices Concern Over Bill 148

CECCO has written and held subsequent discussions with the Ministry of Labour regarding two particular issues with the Ontario Government's new Bill 148 Fair Workplaces / Better Jobs Act 2017.



In Section 50 (Personal Emergency Leave), employers would now be obligated to pay for two days per year of personal leave to all employees with one week of employment. As a number of construction employees are transient and work for multiple employers in a year, this allows these

employees to be eligible for paid personal leave from each employer where they have worked in excess of one week.

Additionally, in Part VII.2 Scheduling (Three Hour Rule), an employer would be responsible for three hours pay if an employee's schedule is revised without 48 hours notice of the change. Although this rule is not applicable to inclement weather, given the nature of the construction industry – where one trade is dependent on another's work being completed on time – the 48 hour time frame simply does not work for multiple reasons.

CECCO believes that the construction trades should be exempt from these proposed revisions to the Employment Standards Act. The Minister's Chief Policy advisor has ensured CECCO that its concerns would be addressed, however, at the current time, no resolution has been announced.

CECCO MEMBER PROFILE

Brandon Pageau

Mechanical Contractors Association of Ontario

Brandon Pageau may not have a long history in the construction industry, but he does have a solid background in labour relations and a bunch of fresh ideas to bring to the table.

"I work for and represent a great board of directors and member contractors here at the Mechanical Contractors Association of Ontario (MCAO)," the 33-year-old said. "I deal with a wide variety of issues that makes each and every work day different and enjoyable."

Pageau has a strong background in labour relations having completed a Master's Degree from Queen's University in Industrial Relations in 2008. Prior to taking on the role at MCAO, Pageau spent six years honing his labour relations skills within the public sector at the Toronto Transit Commission (TTC), as well as Ontario Power Generation and Hydro One in the electricity sector.

Pageau's first taste of the construction industry came when he applied for and subsequently stepped into the role of assistant executive vice president of MCAO in October 2015. He took over the position as executive vice president in January 2017, following the retirement of Steve Coleman.

"Construction is a major part of the economy, so I hope that any assistance I can provide my contractor members will, in turn, help them win jobs and add to employment growth across the province," he said.

According to Pageau, although he does not have a background in construction or association work, he has had to adapt and learn certain aspects that are crucial to his



job – such as political lobbying. By developing good working relationships with other industry associations, Pageau has been able to learn key skills within the industry and increase his trade knowledge.

Additionally, being a member of CECCO has also been beneficial for Pageau and the MCAO. By attending various CECCO business sessions, Pageau has been exposed to many other construction associations.

"These business meetings have been very beneficial for me as I have met many representatives from other construction associations," he said. "These sessions allow for discussion of ongoing issues that span all construction trades not just the mechanical end of the business."

Although he may be new to the construction industry, Pageau is determined to be an advocate for MCAO and its members.

"My objective, moving forward, is to exceed the expectations of my board and the MCAO contractor members," Pageau said. "I always want to find new and unique ways to add value to each of their respective businesses."

MCAO is an employer organization that works towards the enhancement of mechanical contractors in the construction industry in Ontario. The association is comprised of approximately 350 members.