



DISPATCH

Management's Voice for Unionized I.C.I. Construction

Message from the Executive Director

Bill 148 Lobbying Efforts Yield Results

The lobbying efforts to repeal the harmful section of Bill 148 were successful. I would like to thank our Bill 148 lobbying partners, the Council of Ontario Construction Association (COCA), the Electrical Power Systems Contractors Association (EPSCA) and the Ontario Residential Council of Construction Association (ORCCA) for their support and focus driving this effort to our desired conclusion.

On November 21, 2018, Bill 47 received Royal Assent which eliminated our main concerns with the previous government's Bill 148. As I am sure you are aware, there were a few other items thrown into this new Bill, such as the winding down of the Ontario College of Trades and the revision of apprentice ratios to one-to-one. This is of concern as our contractors are bound to collective agreements which contain higher apprentice ratios. The collective agreements take precedent over the legislation which may have a crew rate cost impact when bidding against non-union who are using the legislated ratios.

There are also rumours of further changes to come relating to the Labour Relations Act. We must remain vigilant and stay on top of any proposed changes. If this Act is opened, we should be prepared with a list of positive revisions we would like to see the government consider.

Early in November, we conducted a Pre-Bargaining seminar with a variety of speakers covering a broad spectrum of topics related to our negotiations. Not only was this an educational event, it also provided an opportunity to hear first-hand as to what is happening within the 25 I.C.I. trade group negotiations. We had over 90 register and then another half-dozen walk-ins. This was great attendance and, including travel, well worth the eight hours spent on a very important topic.

One of CECCO's prime mandates is to coordinate the I.C.I. bargaining process with its Employer Bargaining Agency members. To do this we need to be informed as to what is occurring around your bargaining tables. To assist everyone, please keep CECCO informed as to what is transpiring within your EBA.

— Wayne Peterson

CECCO Hosts Successful Pre-Bargaining Seminar

The Construction Employers Coordinating Council of Ontario's Pre-Bargaining seminar proved to be an extremely well-received educational event. Held November 8, 2018, at the Mississauga Convention Centre, the event was geared towards Employer Bargaining Agencies within the industrial, commercial and institutional sector of Ontario's construction industry, EBA members and representatives from other Ontario construction sectors. Close to 100 individuals attended.

In addition to a negotiation roundtable, attendees saw presentations on Dispute Resolution Services by Dayna Firth and Eric Tonellato of the Ministry of Labour; an update from the Ontario Construction Secretariat (OCS) with Katherine Jacobs; Legal Considerations during Negotiation with Patrick Moran of Hicks Morley; and Bargaining Considerations with Reg Pearson, Mediation Services.

Don Marks, executive director of the Ontario Roofing Contractors Association (OIRCA) and vice president of CECCO's executive council, is a regular attendee at CECCO pre-bargaining seminars. This year, he was joined by five new members of the roofers' negotiation team. Marks felt it was very important for these new members to attend the seminar as it was designed to be like a "Negotiations 101" course.

"The presentations provided a good cross section of expertise from those active in the world of labour relations," Marks said. "For those new to the industry, hearing from Ministry of Labour representatives, a labour lawyer, the Construction Secretariat and a labour relations consultant such as Reg Pearson, all in one sitting... well, that is just a unique opportunity."

Darryl Stewart, executive director of the Ontario Sheet Metal Contractors Association (OSM), also saw this seminar as an opportunity for his Labour Relations Committee to be "stepped through" the collective bargaining process.

"We had 80 per cent of our committee members attend," Stewart said. "This builds confidence within our committee and strengthens bonds. In addition, networking and face time with the other EBAs are always worthwhile as we can learn from one another."

According to Stewart, if he can learn one new thing from attending a seminar, he considers it "time well spent."

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Preparing for a Tough Talk

Misha Glouberman runs workshops to help people improve their communication skills. Here, he shares an activity from his course "How to Talk to People About Things."

(1) Think of an upcoming challenging conversation. Take a few minutes to explain what it's about to a friend, then let them ask any questions that would help them better understand the issues from your perspective.

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CECCO Pre-Bargaining Seminar

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"I actually learned two new things while speaking with Patrick Moran, which are not only beneficial to my own knowledge base but will benefit the employers I serve as well," he said.

For Joe Keyes, former general manager of the Construction Labour Relations Association of Ontario (CLRO) and current consultant to several employer organizations, it was important for him to attend not only to support CECCO's mandate, but to hear from other EBAs on their planning for 2019. Keyes said that by the end of the seminar, it was very clear that "everyone understands and buys into the need to communicate."

CECCO has been rebuilding, and bringing labour relations representatives from all the construction trades together prior to the next round of bargaining is a very healthy endeavour, Marks said. The process reinforces CECCO's mandate to provide coordination of collective bargaining and facilitates the sharing of information. This seminar accomplished that in spades.

CALENDAR OF EVENTS

January 15 – Trade Group 1 Meeting

January 16 – Trade Group 2 Meeting

February 7 – Council Negotiation Status

February 28 – CECCO Executive Committee

February 28 – Council Negotiation Status

March 14 – CECCO Annual Meeting

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.

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Preparing For a Tough Talk

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(2) Get your friend to interview you about the same issues again, but this time assume the role of the person with whom you'll be having the talk. Use first-person pronouns ("I", "me", etc.), as though you really were them.

(3) Lastly, practice having this difficult conversation but with you playing the other person and your friend playing you.

Speaking out loud in the other person's voice can be revelatory, Glouberman says, because even though we often give some thought to the perspective of others. We're not used to identifying with them so fully. Watching your friend perform your role may even help you see where your current strategy isn't working or inspire a new approach.

– Rd.ca / 09-2018

CECCO MEMBER PROFILE

Jodi Travers

Electrical Contractors Association of Ontario

Jodi Travers may be new to the construction industry, but she is certainly no stranger to the areas of labour relations, health and safety, and human resources. Having worked with the Ministry of Labour, the Ontario Clean Water Agency and the Ontario Energy Board since 2001, Travers was up for the challenge when approached by a LinkedIn recruiter to accept the role of labour relations manager for the Electrical Contractors Association of Ontario (ECAO).

"My passion has always been labour relations, which is the main reason this job appealed to me," Travers said. "And, because I'm always up for a challenge, the opportunity to hone my skills and contribute to the construction industry sounded like a great opportunity."

Travers started with ECAO in November 2015 and hasn't looked back since. Considering the industry is new to her, everyday has offered multiple opportunities to learn and grow. However, although she enjoys learning everyday, the amount of information can be quite daunting. Travers is not deterred, and simply takes the knowledge piece by piece and asks questions whenever it's necessary.

Over the past three years, Travers has met many welcoming, knowledgeable people within the industry, but the individual whom she has learned the most from is ECAO Executive Director Graeme Aitken. Together with Aitken, Travers said that one of ECAO's main goals is to eliminate the tradition of taking "sides" and progress to a more collaborative approach when resolving issues faced by the industry.

Initiatives to achieve this goal were put in play earlier this year as ECAO prepared for the 2019 round of collective bargaining. Having come into the construction industry during the last round of negotiations, Travers was able to observe the process, as well as the behaviours involved. Moving to a less positional approach seemed like the obvious step forward.

To Travers, perhaps the biggest, single contributing factor in successful bargaining is preparation. As such, ECAO has worked



diligently to provide as much information as possible to its bargaining team in order to assist with the negotiation process. Additionally, this time around, the focus has

been on increasing future market opportunities as partners with the union as opposed to arguing about current market share.

"We've been discussing process with IBEW since earlier this year because the way we've done things in the past will no longer work moving forward," she said. "Both parties want local bargaining to be meaningful and productive."

This year, it was agreed that mediators be assigned to interested locals to assist with the bargaining process. According to Travers, the majority of ECAO's 11 areas have agreed to use such a mediator.

"We are optimistic that this approach will lead us into a new era of collaboration, rather than interest-based or positional bargaining," she said. "Movement away from a process that clearly fails our industry is a significant step for our members."

ECAO has also recently returned to the CECCO family in order to build relationships with other trade employment bargaining agencies and expand its community.

"I, personally, find the breadth of experience, difference in approach and passion for the construction industry to be of tremendous value not only to my own growth, but my organization as well," she said. "There is such a willingness to share information and ideas, and to provide advice whenever it is sought."

Travers said she is looking forward to being more involved with CECCO and its initiatives in the years to come. She will also to continue working on the evolution of collective bargaining and labour relations within the electrical construction industry. However, one thing that will not change is her determination to continue to learn, grow and contribute to this industry.