



## **Executive Director's Report**

# **MANPOWER & DEMOGRAPHICS**

## **CARPENTERS EBA Kicks Off New Study**



The Carpenter's Employer Bargaining Agency (EBA) and the Carpenter's District Council of Ontario, United Brotherhood of Carpenters and Joiners of America (CDC), agreed during bargaining to establish a committee to conduct a study of employee demographics for ICI construction in Ontario. This was subsequently written into the bargaining language for the 2019-2022 round. As many of you know, we have had labour supply issues and this will continue. The Co-Chairs of the committee are Claudio Mazzotta of the carpenters and Paul Gunning of AAO. With the results of the study, data will be compared to Ontario ICI employment needs/market trends of the future.

The study will review each of the 4 trades for the various locals, as well as for the trade as a whole. The trades are carpenter, acoustic and drywall, floor covering and caulking. A third party, the Ontario Construction Secretariat (OCS) was selected to conduct the study. OCS will work with Prism Economics and Analysis and Buildforce Canada . Confidentiality agreements still have to be signed. The committee had their kick off meeting on August 1<sup>st</sup>.

### Objectives

1. To chart data and comment on trends over the period 2000 to 2018 on the following:
  - Local numbers of active members available by job classification and the whole
  - Age distribution for active members
  - Average age of active members
  - Number of members retiring
  - Average age of members retiring
  - Number of new apprentices
  - Average age of new apprentices
  - Membership growth and retention detail analysis
2. To construct workforce replenishment/requirement graphs for the next 10 years given a constant 2018 situation and trends identified.
3. Considering the above outcomes, to relate the data to Buildforce Canada data for the Ontario ICI employment needs/market trends of the future.

The study is expected to be completed in the early fall coinciding with Buildforce releasing their fall construction data.

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# WSIB RATE FRAMEWORK

REMINDER - NEW AND UPCOMING WSIB RATE FRAMEWORK WEBINARS



If you missed the webinar on July 17th, there are two more upcoming webinars on August 21<sup>st</sup> and September 18<sup>th</sup> that will provide you with more information about the new model, how to prepare for 2020, and give you a chance to ask questions about the coming changes. The webinars are one hour long with the first 30 minutes devoted to the new framework. The remaining portion of the webinar pertains to website tools. To register for a webinar, please go to the following:

<https://www.wsib.ca/en/rate-framework-webinars>

AAO encourages all members to have someone register for this webinar.

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## Ministry of the Attorney General

ATTORNEY GENERAL DESIGNATES AUTHORIZED NOMINATING AUTHORITY



The newly appointed Attorney General of Ontario, Doug Downey, recently designated ADR Chambers as the Authorized Nominating Authority (ANA) as prescribed in the Construction Act to administer the new dispute resolution system in the construction industry for prompt payment.

ADR Chambers is a highly regarded private company that has been in the business of providing dispute resolution services in Canada and internationally for more than 20 years.

In accordance with the Construction Act, the ANA is responsible for:

- a) developing and overseeing programs for the training of persons as adjudicators;
- b) qualifying persons who meet the prescribed requirements as adjudicators;
- c) establishing and maintaining a publicly available registry of adjudicators;
- d) appointing adjudicators

The ANA has the authority to set the fees for training adjudicators and for the administration of adjudications. ADR Chambers was selected through a rigorous 6 month process which was professionally managed independently on behalf of the Ministry of the Attorney General. The initial reaction is that ADR Chambers is an excellent choice, that the ANA role fits well in their current business model and that they can hit the ground running.

It is believed that ADR Chambers will commence training adjudicators sometime in September and that they will have approximately 40 adjudicators ready to go on October 1, 2019 when the new system comes into effect. It is our understanding that, because adjudication is so different from arbitration and mediation, no one will be "grandfathered" on to the adjudication roster; every adjudicator will have to successfully complete the program of study developed by ADR Chambers specifically for construction adjudications in Ontario in order to qualify to conduct an adjudication. We understand that the course of study will include at least two days in class in Toronto as well as a number of online modules.

The training will likely focus on the processes adjudicators can use to arrive at a decision for disputes at varying levels of cost and complexity.

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# MATHEWS MINUTE



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## When Politics Takes Over

As you are probably aware, in December the provincial government introduced legislation (Bill 66) that brought back to life the “non-construction employer” concept in the Act. The amendments proposed by the Ford government would deem large public entities like school boards, hospitals and municipalities to be non-construction employers thereby releasing them from the obligation to adhere to the ICI construction collective agreement where union’s had previously held bargaining rights. This is not a new concept, as non-construction employer provisions date back to the Harris Conservative government.

Any move to weaken union bargaining rights triggers a heavily political reaction. This was no different. When complaints and lobbying started the provincial government came up with a solution. It was to pass the responsibility downwards. They did this by amending Bill 66 to allow the employers who would otherwise be released from the union obligations to opt out of the legislation and therefore remain subject to the collective agreements. So, the real issue was pushed down to, in the case of the municipalities, the Council level to deal with the politics.

Needless to say, lobbying follows. As of the most recent count, the City of Toronto has opted out (therefore choosing to remain bound to the various collective agreements), and Waterloo Region and the City of Sault Ste. Marie have not (therefore being released from the agreements), and Hamilton was indicating it would follow Waterloo Region and Sault Ste. Marie.

Of course, this is not the end. Various groups appear to be contemplating or threatening litigation. Union groups are suggesting they may challenge the legislation in an effort to maintain bargaining rights while non-union contractor groups are referencing potential legal action related to the City of Toronto’s choice which, effectively, prohibits them from bidding on work. Needless to say, this is setting up to continue on for some time.

With the Carpenters having had bargaining rights for the City of Toronto, the City of Hamilton and Waterloo Region at a minimum, it is obviously in the interest of AAO members to support the continuation of the collective agreements. But no matter your position on the debate, the politics of this, and everyone’s default to “legal action”, sets up as an interesting debate to watch.

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## Upcoming Events



July 2019

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### **Carpenters Local 785 Post Bill 66 Meeting**

August 8, 2019 Cambridge

(Bob Grassing, Doug Smith and Paul Gunning attending)

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# AUGUST 2019



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## **UPCOMING Mathews Dinsdale Seminars/Webinars**

Copy the following URL to your browser to register for new sessions or review archived session videos:

<http://www.mathewsdinsdale.com> (see right side)

If you have any questions, please call me at 519-671-5930.

Paul Gunning  
Executive Director