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THE CONSTRUCTION EMPLOYERS COORDINATING COUNCIL OF ONTARIO

DISPATCH

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

Message from the Executive Director

CECCO: Re-Establishing An Industry Presence

The Construction Employers Coordinating Council of Ontario (CECCO) is taking bold measures to re-establish itself as a leader in the Unionized I.C.I. Construction market.

Over the past few months various actions have been taken to renew interest in CECCO and the importance of its mission. Not only have we met with various non-member Employer Bargaining Agencies to discuss potential membership, we have also met with various government agencies to establish communication and share industry concerns.

Communication is our key to optimizing the visibility of CECCO within the construction industry. As such, not only are we in the process of re-vitalizing our website, we are also pleased to introduce this, the premiere edition of the *CECCO DISPATCH* e-newsletter. Distributed to our membership and available on-line to an even broader audience, this communication tool will be utilized to share association undertakings, as well as inform readers of educational opportunities and relevant industry news.

Hot off the press are CECCO promotional brochures which will be circulated to government agencies as well as the industry at various meetings and events. These brochures are geared to increasing awareness of what the association is all about, as well as outline the benefits of membership.

Internally, CECCO is currently reviewing its membership dues formulas to ensure consistency. Additionally, we are moving into the digital age and working with the bank to establish an electronic dues deposit system through the web site. We plan on having this system running soon.

Please see the **Calendar of Events** on page 2 for a meeting near you. — *Wayne Peterson*

The Impact of Local Union Politics

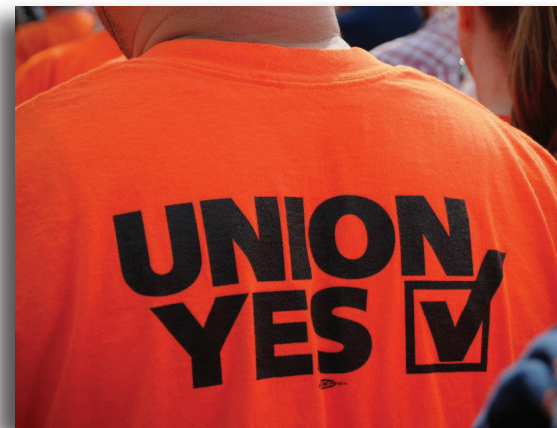
Key officials in each building trades local union are elected by the membership. Their election or continuation in office depends on their ability to convince a majority of the members that they will be effectively represented. The resulting political considerations understandably affect many actions by union officials.

We live in a country founded upon democratic principles. Government actions reflect public endorsement of the concept of democratic unions, where desired by the majority of the employee group. While the structure of the building trades unions may change in ways that will help the union contractors compete, we expect unions in some form to be an important part of the construction industry. It should be stressed that the following recommendations were formulated under this assumption, with the aim of minimizing the impact of local union politics on job-site construction costs:

(1) Contractors should consistently enforce the idea of a fair day's work for a fair day's pay. Consistent and equitable enforcement of jobsite rules can prevent worker political discussions on the job to such an extent that the level of performance decreases.

(2) Contractors and owners need to be aware of union-election dates and the possibilities of an impact on job performance, particularly before a hotly-contested election. Contractors should be prepared during the pre-election period to withstand challenges to their right to manage. These challenges may rise through attempt to win approval of jobsite practices contrary to those specified in the labour agreements; resistance may be effective. To minimize the impact of union-initiated manpower movements during an election, contractors should consider the desirability of a hiring moratorium for two to three weeks before and after local union elections. Owners should be aware of the reasons for these actions and cooperate with the contractors.

(3) Union officials should be aware of the potential impact of union elections on jobsite costs. Ideally the local union election date should be moved away from



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CALENDAR OF EVENTS

- September 14** –
CECCO Council Meeting
- October 19** – a.m.
Trade Group 3 Meeting
- October 23** – a.m.
Trade Group 2 Meeting
- October 24** – a.m.
Trade Group 1 Meeting
- November 2** –
Negotiations 101 Seminar
- November** – TBA
CECCO Executive Meeting
- December 14** –
CECCO Council Meeting

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

CECCO Mission...

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

CECCO Vision...

Management working in harmony with Labour for the advancement of the I.C.I. unionized construction industry.

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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The Impact of Local Union Politics

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the negotiation period but most are mandated by international union constitutions and, as such, would require a change to the international constitution.

(4) In negotiating labour agreements, contractors would do well to seek referral provisions that allow direct hiring at the option of the contractor.

(5) Contractors must have the right to regard all union referrals as job applicants. They may maintain a readily-available file of prior employees, so that re-hiring of poor performers can be avoided. Work histories should be obtained from new applicants, to allow selective reference checking.

(6) Improved contractor communications with their employees to educate them about the economics of the construction world would be helpful. This effort should stress the influence of labour costs on the union contractor's ability to obtain work and, consequently, to provide employment opportunities for union members. If these efforts improve the worker's understanding of his/her self-interest in maintaining high productivity on the job, disruptive activities and political pressures on union officials will be reduced.

(Excerpt from the Impact of Local Union Practices – The Business Roundtable)

CECCO MEMBER PROFILE

Margaret Taylor

Ontario Association of Demolition Contractors

Margaret Taylor, director of operations at the Ontario Association of Demolition Contractors (OADC), has torn down the stereotypes of being a woman in a male-dominated industry and established herself as a key player in the construction industry.

Not only is Taylor one of few women involved in the construction labour relations process, she was also recently appointed side chair at the Ontario Labour Relations Board (OLRB).

"My favourite part of the industry has got to be the people," the 38-year-old said. "It's pretty fantastic being connected to one of the best industries out there. No matter how you slice it, tearing down stuff is super cool."

Taylor made her start in the construction industry in 2000 when she took on an administrative position with her family's demolition/abatement business – Biggs & Narcisco Construction Services Inc. Responsible for the integrity of the company's financial infrastructure, Taylor soon became involved in the intricacies of the business including contract negotiations, subcontract management, project management, change orders and scheduling, to name a few.

Being a member of the OADC board of directors since 2013, Taylor is no stranger to negotiations and has been involved in the last two rounds of bargaining. However, following a ma-



ternity leave in 2014, she had a change of heart with regards to her career path.

"I wanted to make my own mark in the industry, so I chose to leave my fam-

ily's business and take a position with the OADC," she said. "In 2016, I became their new director of operations."

Since taking on the new role, Taylor has been flooded with positive feedback and support from her colleagues and feels "truly honoured to be part of this wonderful organization."

Just another person who loves the construction industry, Taylor said that she has many aspirations for the future, but "it's all about timing"

"I'm only 38-years-old and I still have a long time to make some big moves in my life," she said.

A partner of the Construction Employers Coordinating Council of Ontario (CECCO), the 65 member OADC represents Ontario's structural and interior demolition, and asbestos abatement contractors signatory to the Labourers International Union of North America's Demolition Collective Agreement.