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PRESIDENT'S MESSAGE

JOE KEYES

On behalf of the Board of Directors, I welcome you to the 2020 Ontario Construction Secretariat (OCS) AGM & Conference.

This has been an unprecedented year, not only in Canada but all over the world, all due to the COVID-19 virus. Despite the disruption, ICI construction in Ontario developed the appropriate protocols and procedures to ensure safety and efficiency. The cooperation and coordination that was required is commendable and as we move forward, the construction industry will be a key tool in the economic recovery as several new infrastructure projects have been announced.

The Ontario Construction Secretariat is an organization committed to delivering on their core values to enhance Ontario's unionized ICI construction industry by developing relationships, facilitating dialogue, and providing value-added research. Through everything, the OCS remains committed to creating timely and relevant research and sharing important updates to assist stakeholders in making informed decisions.

While I am pleased to reflect on the significant achievements over the past year, I can assure you that neither I nor the rest of the board have any intention on growing complacent. We will continue to build on this year's momentum as we move forward, pandemic notwithstanding.

I look forward to this virtual conference and am confident you will find a number of key take-aways that will enhance our partnerships and contribute to building a stronger unionized construction industry in Ontario.



ROBERT BRONK

CEO'S MESSAGE

Although we cannot be together in person, we are thrilled to welcome you virtually to the 2020 AGM & Conference! We have an interactive and thought-provoking agenda planned for you that I am confident we will enjoy together virtually.

The OCS and our labour-management-government stakeholders have a lot to be proud of as we have accomplished significant achievements that have enhanced the ICI construction industry in Ontario. Truly remarkable during this challenging and uncertain time has been the unwavering commitment of our team to pull together and continue to keep the industry's needs at the forefront.

A tremendous amount of work took place before the pandemic that positioned us for success. Delivering on our research mandate while pivoting attention to the challenges associated to the pandemic, our work focused on a series of Coronavirus Contractor Surveys and OCS Bulletins highlighting construction and economic indicators and government announcements. Work also continued on key research projects such as demographics, diversity and investment in training, community benefits and the union safety effect. We are excited to share the findings of the Union Safety Effect study at the AGM.

In spite of the global pandemic that remains an evolving situation with no immediate end in sight, we continue to push ourselves to raise the bar in research, industry promotion and innovation and our team is proud of the work we have done and the partnerships we have grown and developed over the past year. Much of this growth is from your support, our industry partners, who have supported us at our events and with our research initiatives. Please take a moment to review our accomplishments on the pages that follow.

The 2020 OCS research agenda pivoted to meet our labour and management stakeholder needs in response to the COVID-19 pandemic. Some projects were temporarily put on hold while new priorities emerged. We are proud of our nimble response and our ability to continue to meet the information needs of our stakeholders. Here is a quick synopsis of what has been keeping us busy over the past year.

Economic and Construction Industry Trends

OCS works hard to provide insight on current economic and construction industry trends. This information is shared via the OCS website, social media, regular Economic Bulletins, special industry reports and at our annual State of the Industry and Outlook Conference.

With the conclusion of collective bargaining in 2019, OCS started the process of collecting all 25 ICI collective agreements and posting them on the OCS Member Portal. Work is now progressing on the ICI

Collective Agreement Database which provides easy member access to key wage data. This updated and enhanced database will be launched before the end of 2020.

In mid-March Coronavirus took over our lives. There was so much uncertainty and so many questions given this new world we were experiencing. To help shed light on the day-to-day impact of COVID-19 on contractors and the construction industry, OCS implemented a Coronavirus Contractor Survey. To date we have completed four surveys and shared findings with our labour and management stakeholders. These survey reports received broad attention from media and other stakeholder groups. To expand the scope of the surveys we partnered with the Residential and Civil Construction Alliance of Ontario (RCCAO) on the fourth survey to explore variations between the ICI sector and the Civil sector of construction.

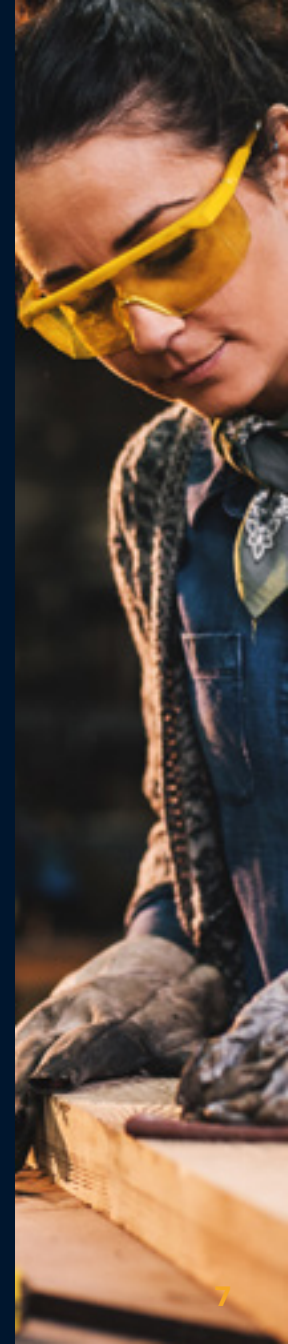
Industry Studies

OCS also undertakes in-depth research studies to examine issues of importance to the unionized construction industry. Over the past 12 months we have explored topics ranging from **Demographics and Diversity** to **Community Benefits** to **Productivity and the Union Safety Effect**. New projects that started in 2020 include an analysis of investments made by the unionized construction industry in apprenticeship, upgrade and safety training, a deeper dive into union local demographic characteristics, and an exploration of diversity and inclusion practices.

We are excited to announce the findings of the updated **Union Safety Effect** study at the OCS 2020 Annual General Meeting. Stay tuned for more details on this study as well as insight on the significant role the unionized sector plays in apprenticeship, upgrade and safety training.

Deliverables

- ▶ 2019-2022 ICI Collective Agreement Library
- ▶ Economic Bulletins (14 in total between March and September 2020)
- ▶ Coronavirus Contractor Surveys (4 surveys and reports)
- ▶ Annual Contractor Survey
- ▶ Demographics & Diversity: A Portrait of Ontario's Unionized Construction Industry (December 2019)
- ▶ Carpenter Demographic and Supply Analysis (December 2019)
- ▶ Community Benefits: A Growing Trend in Public Sector Projects (December 2019)
- ▶ Productivity of Unionized and Non- Unionized Workers in the Construction Sector: A Review of the Literature (October 2019)
- ▶ Updated Union Safety Effect Study (forthcoming October 2020)
- ▶ Investment in Training (forthcoming)
- ▶ Demographics & Diversity: A Deeper Dive (forthcoming)
- ▶ Analysis of Trends in OLRB Certifications (forthcoming, 2021)



RESEARCH & MARKETING PARTNERSHIP GRANT

The OCS Research and Marketing Partnership Grant (RMPG) is an annual program to assist labour and management organizations with research and promotional activities to enhance the unionized ICI construction sector. Launched in late 2019, the funding program focuses on: Workforce Development; Market Share Growth and Competitiveness; and Innovation or New Technologies in Construction.

All applications must be jointly submitted by a labour-management partnership that is affiliated with an Employee/Employer Bargaining Agency and applicants must incorporate cash or in-kind contributions. Over the past two fiscal years OCS has funded four projects totaling \$181,000.



2019/2020 Funded Projects

LiUNA Local 527 / Ottawa Construction Labour Relations Association

This four-week marketing campaign was aimed at attracting new workers to the unionized ICI construction industry in the Ottawa region. Key messages focused on the unionized sector's commitment to safety and training as well as superior wages and benefits. The campaign included bus wrapping and posters on OC Transpo buses. The initial four-week campaign was extended at no additional cost due to the COVID-19 pandemic. The next phase of the recruitment campaign will extend to social media.



IBEW Local 804 / ECA-Central Ontario

A dynamic marketing campaign (TV commercials, radio and social media) that will raise awareness with buyers of construction services in the Kitchener-Waterloo region. The campaign will focus on the link between training and certification and enhanced safety, quality of work and reliability. It will also show that unionized workplaces offer the best environment to be an apprentice and develop a career.

LiUNA Local 1059 / London Construction Labour Relations Association

Development of an educational virtual reality (VR) experience to raise awareness of the ICI union advantage and present a professional image of careers in the skilled trades. The VR experience will provide real-life experiences utilizing video from actual union

jobsites showcasing equipment and technology used by workers. This VR tool will be used at job/career fairs, schools, and public events in London and southwestern Ontario.

Waterloo Wellington Dufferin Grey BTC / Golden Horseshoe General Contractors Association

Upgrade of marketing materials including the Building Trades Council's website, social media presence, and print brochures. The Council and their contractor partners will develop a marketing campaign targeting regional area hospitals, post-secondary institutions, schools, municipalities as well as maintenance opportunities at regional manufacturing facilities. The campaign will focus on the unionized sector's track record with respect to on-time, on-budget job completion and exemplary safety record.

2019 ANNUAL GENERAL MEETING & CONFERENCE



The Ontario Construction Secretariat's 2019 AGM & Conference was held at Blue Mountain Village Conference Centre on September 25 and 26. OCS stakeholders came together at the annual event to network with their labour, management and government colleagues, hear from a stellar lineup of speakers, and get up-to-date on OCS plans and activities. The Blue Mountains provided a stunning backdrop for social events organized by the OCS, with a dinner experience, live entertainment, and a patio reception giving attendees the opportunity to mingle, network, and form new relationships with industry colleagues.

In addition to the formal business of the AGM, the conference explored a variety of issues that are critical to Ontario's unionized ICI construction industry. OCS Director of Research, **Katherine Jacobs**, led a panel discussion with industry leaders covering a range of issues including skilled

labour development, diversity, and safety. **Adam Cywinski** from Prism Economics & Analysis shared some research that is being undertaken on behalf of the OCS about demographics and diversity in Ontario's construction industry.

Bruce Linton, the founder and former chairman and co-CEO of Canopy Growth Corporation, delivered the opening keynote address. He shared his unique story of how his business, which was started in an abandoned chocolate factory, went on to become the first cannabis producing company in North America to be listed on a major stock exchange. Bruce also spoke about seizing the opportunities that happen when you adapt, navigate, and use barriers to create opportunities. Globe and Mail columnist **John Ibbitson** also spoke at the conference, sharing his insights into the current federal election campaign and Ontario's changing political landscape.

Ontario Minister of Labour **Monte McNaughton** addressed the audience and took the opportunity to announce the new Construction Advisory Panel. This panel has since taken shape, with the Ontario government releasing a list of fourteen members in April of this year. Among the panel members are OCS board members **Wayne Peterson** and **Patrick Dillion**.



STATE OF THE INDUSTRY & OUTLOOK CONFERENCE



On March 5, 2020, the Ontario Construction Secretariat hosted the 20th Annual State of the Industry and Outlook Conference at the Toronto Congress Centre.

This informative and well-attended half-day conference featured industry experts unravelling economic indicators, providing insight on where the construction industry was heading in 2020 and discussions on adopting new innovation in construction. Participants left feeling informed as it was the highest rated conference in the past four years, with nearly 100% of attendees stating they would return in the future.

This year's conference opened with Ironworker **Keira Liberté** who spoke in recognition of International Women's Day followed by **Michael Lindsay** of Infrastructure Ontario, explaining the Ontario government's initiatives to modernize and maximize the value of public infrastructure.

Delivering the economic address, which was rated the highest session in the past four years, was CIBC's Deputy Chief Economist **Benjamin Tal** who helped make sense of Ontario's economic projections in a context of global uncertainty.

OCS board member **Mike Yorke** facilitated a panel discussion with **Yuri Bartzis** of Pomerleau, **David Moses** of Moses Structural Engineering and **Zenon Radewych** of WZMH Architects, where they discussed the opportunities and challenges associated with innovation in construction.

Katherine Jacobs, the Secretariat's Director of Research, delivered her annual presentation highlighting the findings from the 2020 Contractor Survey. The survey captured the industry's business outlook for the coming year, while monitoring critical issues affecting the trades as well as provided insights on construction activity, skilled labour shortages, and the adoption

of new technologies in construction. It is important to note that this data was collected before the global pandemic. Delivering the keynote address and wrapping up the event was **David Frum** who brought Canadian ethics into the forefront of the often-divided realm of American politics. He provided insight into how Canadian businesses will be affected if Trump is re-elected and provided fascinating insight into what political outcomes mean for specific audiences around the world.



FUTURE BUILDING 2020

FUTURE BUILDING

POWERED BY  **OCS**
Ontario Construction Secretariat





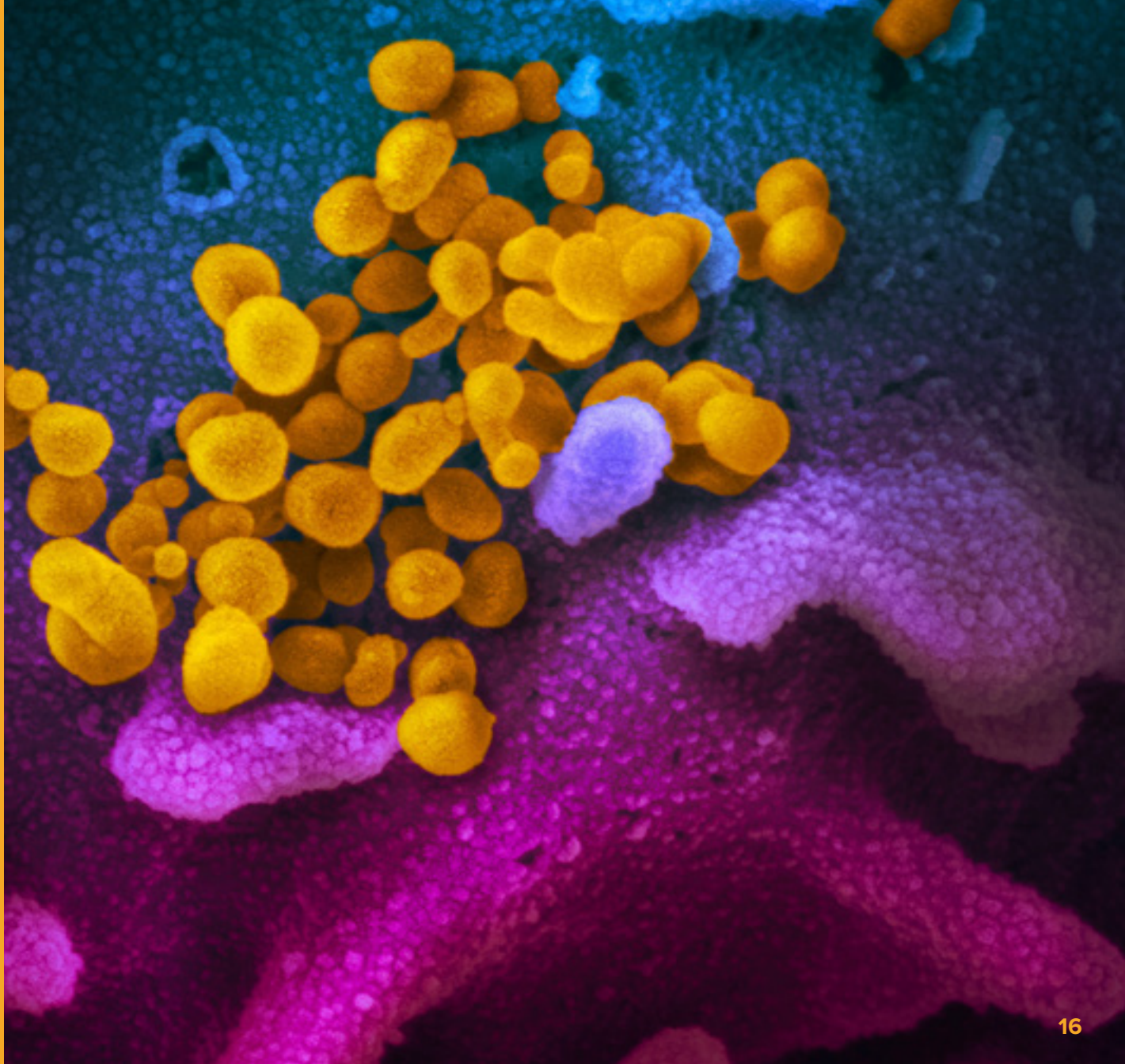
Every year, we look forward to interacting with Ontario youth at Future Building, providing young career seekers with the opportunity to experience hands-on activities in all areas of the construction sector and this year was no different.

On May 13 and 14, 2020, we had planned to expect thousands of students from across Chatham-Kent to arrive at John D. Bradley Convention Centre to participate in an interactive, hands-on learning experience.

Unfortunately, with due regard to the health and safety of everyone, the OCS made the decision to cancel Future Building 2020 because of the global concern regarding the coronavirus outbreak.

We are continuing to work hard and do everything we can to bring this unique event back to Chatham-Kent on April 28 and 29, 2021.

COMMUNICATIONS



It has been a year like no other. The impact of the coronavirus pandemic has been an evolving situation since early 2020 and continues to affect our daily lives.

The World Health Organization declared a global pandemic in March and shortly thereafter, staff commenced working from home under revised guidelines along with the implementation of new operational tools to ensure the seamless continuity of productivity and collaboration while ensuring the health and safety of all staff and their families.

Feeling the impacts of COVID-19, OCS created and implemented a weekly roundup of news, top headlines, and economic updates as it relates to construction in Ontario. The roundup was distributed every Friday to over 1,000 subscribers.

Social media engagement and website traffic increased exponentially during this time. We also released a number of Economic Updates and special Bulletins in an effort to keep our stakeholders informed. We received a great deal of positive feedback, many of which were appreciative of our team's efforts to summarize

key details and outline specifics on how COVID-19 has actively affected the construction industry in Ontario.

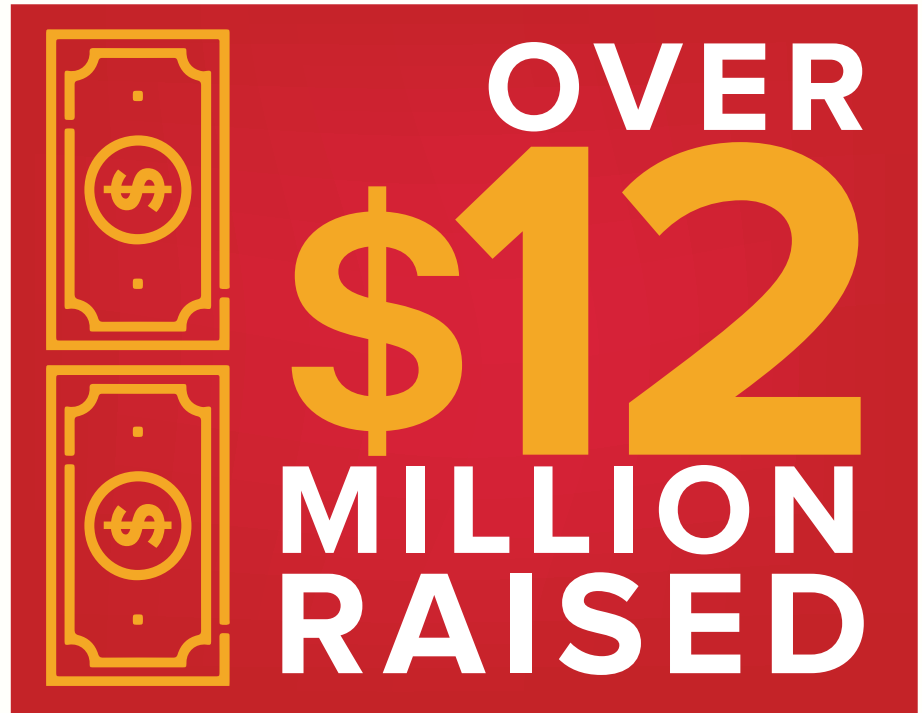
As we entered the recovery phase, announcements started to wind down. As such, OCS transitioned from COVID-19 focused news to a weekly newsletter format called Stay Connected. The newsletter is designed to be a valuable source of information for all stakeholders as it is filled with information related to the construction industry in Ontario, OCS events, and news.



SOCIAL RESPONSIBILITY

Demand for support continues to grow, stretching the capacity of many front-line agencies to meet the need. The unionized construction sector has a long history of investing in their communities, maintaining strong social ties and giving back.

Whether it is a monetary contribution, event sponsorship, food donation, toy drive or charity golf tournament, the Ontario's unionized construction industry has donated over \$12 million to over 90 communities in 2019.



1,400^{LBS}
OF FOOD
COLLECTED



4,620
TOYS
DONATED

\$2,500,000



HEALTHCARE
SECTOR
DONATIONS



\$258,000
TOWARDS
MENTAL HEALTH
INITIATIVES



OVER
33
CHARITY
GOLF
TOURNAMENTS



155,000
OF PPE
DISTRIBUTED

Please note that these numbers are **estimates** based on data provided to us from our stakeholders. These graphics by no means embody exact figures as the generosity of our industry is continually evolving. The OCS will continue to collect these contributions on a regular basis.

SOCIAL MEDIA HIGHLIGHTS



409



Followers

157



Posts

855



Engagement

12,940



Reach

Top Facebook Post:
 "What exactly does 6 feet apart (2 metres) look like?
 Approximately 6 hard hats! Let's continue to do our part and stay apart. #Covid19 #TogetherApart"

Top Tweet:
 "The skilled trades offer amazing and rewarding opportunities right here in Ontario...there are strong opportunities for well-paying, interesting, and rewarding careers." -
 @MonteMcNaughton
 #SkilledTrades

1,679



Followers

275



Tweets

4,027



Engagement

157



Mentions





185



Followers

71



Posts

N/A



Engagement

411



Likes

Top Instagram Post:

Led by moderator Mike Yorke of the Carpenters District Council of Ontario, we're pleased to announce our panel of industry experts who will speak to the opportunities and challenges associated with innovation in construction at the 20th Annual State of the Industry and Outlook Conference on March 5, 2020.

Learn about the emerging role mass timber has in construction from David Moses, uncover the advances of modular and pre-fab construction with Zenon Radewych and listen while Yuri Bartzis guides us through the adoption of virtual reality, BIM and the use of drones and robots on job sites. [#OCSOutlook](#) [#EconomicConference](#)

Top LinkedIn Post:

Larry Brokenshire retires after 54-year career at Aeon

Please join us in congratulating Larry on his [#retirement!](#) Larry has been a dedicated and respected employee of Aeon for 54 years and his collegial good spirit will undoubtedly be missed.

He will always be remembered at the OCS as the Tripartite Award recipient in 2013, recognizing his dedication and leadership in the [#construction](#) industry.

787



Followers

134



Posts

1,349



Engagement

406



Reactions



PHOTO GALLERY





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HOLD THE DATE



State of the Industry & Outlook Conference 2021

The Ontario Construction Secretariat will host its 21st annual State of the Industry & Outlook Conference on **March 4, 2021** at the Toronto Congress Centre in Etobicoke.

Every year, the conference outshines expectations and has become a must attend event for construction industry professionals. The OCS State of the Industry & Outlook Conference is an informative and well-attended half-day conference where industry experts unravel the economic indicators, assess their impact, and discuss where the construction industry is headed in the year to come.

Future Building

The Ontario Construction Secretariat will host Future Building 2021 on **April 28-29, 2021** in Chatham-Kent, Ontario.

Future Building is an annual event designed to introduce young career seekers in grades 7-12, aboriginal youth, youth at risk and adults in career transition to the building and construction industry. This unique two-day career exposition provides attendees with an interactive, hands-on experience using a variety of tools and techniques across many of the skilled construction trades.

Annual General Meeting & Conference 2021

The Ontario Construction Secretariat will host its 2021 Annual General Meeting & Conference on **October 6-7, 2021** at the Queen's Landing in Niagara-on-the-Lake.

***Please note that it is our hope we are able to safely meet in person for said dates, however due to the uncertainty around the Coronavirus Pandemic, the details of these events may change.**

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