

YEAR IN 2021 REVIEW IN OCS



Photo Credit: Craig Agar, IUOE Local 793
Project: Towerline Limited Construction Management
Source: OCS Photo Contest, September 2021



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PRESIDENT'S MESSAGE

COSMO MANNELLA

On behalf of the Board of Directors, I welcome you to the 2021 Ontario Construction Secretariat (OCS) AGM & Conference. As I enter my second year as the Board of Directors President, I am pleased to reflect on the significant achievements made by the OCS.

What I see when I look back on the past year is an organization committed to and 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.

This past year has been uniquely difficult in our professional and personal lives; however, we remain committed to taking care of each other and leading the way for the ICI Construction industry in Ontario. The convergence of the COVID-19 pandemic, multiple instances of racial injustice and the civil unrest that resulted in financial uncertainty were all causes of worry. Yet, the light at the end of the tunnel appears brighter and I am confident the world will rally again

and have a chance to do more than return to normal. OCS didn't just survive the pandemic, we emerged stronger. It is encouraging the province has entered Step 3 of the Roadmap to Reopen and vaccination rates are climbing. We will continue to build on this year's momentum as we move forward, pandemic notwithstanding. I am proud of the hard work and commitment put forth by the OCS as we continue to build a reputation as a leader in construction research and advocate for the unionized construction industry.

I look forward to seeing you all in person at the conference and am certain 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.



CEO'S MESSAGE

ROBERT BRONK

I am thrilled to welcome you to the 2021 AGM & Conference! We have a line-up of engaging speakers, networking opportunities and an evening social planned for you that I am confident we will enjoy together.

For many of us, myself included, this is the first in-person event we have attended in nearly two years. You can rest assured that the OCS and Queen's Landing have been working closely together and are following all public health guidelines, keeping the safety of everyone a top priority.

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. The last year demonstrated how fortunate I am to work with a team that refuses to give anything less than 110%. Even in the darkest days of the pandemic, the OCS team rallied beside one another virtually for the sake of the industry. In March, we said goodbye to our Events Coordinator, Jim Wright, who has retired from the OCS after 17 years as a long-standing member of the team.

Keeping the industry's needs at the forefront, OCS delivered on our research mandate while also keeping an eye on the current issues impacting Ontario's construction industry. Key research deliverables in 2021 included: Institute for Work & Health's Union Safety Effect study; Demographics and Diversity in Ontario's Unionized ICI Construction Industry; Training Investment in Ontario's Construction Industry; and a Project Labour Agreement Guide.

We continue to push ourselves to set higher standards 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.

We look forward to the year ahead with great hope for a healthier and more equitable future. Please take a moment to review our accomplishments on the pages that follow.



RESEARCH

The Ontario Construction Secretariat continues to fulfill its research mandate by undertaking independent and impartial research on issues of importance to Ontario's unionized construction industry. Over the past year, we have focused on safety, demographics and diversity, investment in training, project labour agreements as well as regular updates on economic indicators, construction activity and labour market conditions.

Our research reports and resources help our stakeholders to better understand current and future market forces in order to make fact-based decisions. The findings of our in-depth research projects are made available to stakeholders for use in discussion with government policy makers, labour-management partnerships and in the promotion of the unionized construction industry. All OCS reports and bulletins are available at www.iciconstruction.com. Here is a brief summary of key research accomplishments from the past year.

Union Safety Effect

In January, the OCS and the Institute for Work & Health (IWH) were excited to announce the findings of the union safety effect study. The new report, *Updating a Study of the Union Effect on Safety in the ICI Construction Sector*, found lost-time injury claims are 31 per cent lower on unionized building trade construction jobs than they are in a non-union environment – a jump of eight percentage points over the past six years.

The scientific manuscript is now available online and will be published in the November 2021 Journal of Occupational & Environmental Medicine.

Demographics & Diversity

This report builds on the Census-based analysis completed in 2020 with new data collected from individual union locals and aims to dispel the notion of widespread labour shortages by providing a clearer picture of the source, scale and nature of specific challenges.

The report also dives into the theme of diversity. Underrepresented groups accounted for less than 5% of total active members in 2019. Although diversity numbers remain low in the construction sector, more than half of the union respondents have programs in place to enhance diversity in their trade. This report points out that there is still more work to be done. The development of additional metrics is an important step as the industry continues to work towards increased diversity and inclusion.

Project Agreement Guide

In response to renewed interest in Project Labour Agreements, OCS updated and enhanced its *Project Agreement Guide*. This how-to manual provides a step-by-step guide to enacting a project labour agreement under the *Labour Relations Act*. The publication also speaks to the benefits of project labour agreements and provides an up-to-date listing of previous PLAs and industry contacts.

Training Investment in Ontario's Construction Industry

With over 100 training facilities across Ontario, including accredited Training Delivery Agents (TDA) that deliver the formal in-school portion of apprenticeship training and non-TDA facilities delivering skills and health and safety training to union members, Ontario's unionized industry plays an integral role in Ontario's skilled trades training system. The unionized sector's annual contribution to training is estimated at \$146.4 million (2019) an increase of 261% from 2011.

Economic and Construction Industry Trends

OCS provides insight on current economic and construction industry trends. This information is shared via the OCS website, OCS Members' website, Economic Bulletins, special industry reports and our annual State of the Industry and Outlook Conference.

As the ICI sector heads into another round of collective bargaining, OCS has updated and enhanced its Collective Agreement Library and Database. Click on the Members tab at www.iciconstruction.com to explore this members' only data.

Research Deliverables:

- ▶ **Updating a Study of the Union Effect on Safety in the ICI Construction Sector**, Institute for Work & Health, January 2021
- ▶ **Annual Contractor Survey**, Ontario Construction Secretariat, March 2021
- ▶ **Project Agreement Guide**, Ontario Construction Secretariat, July 2021
- ▶ **Experiences and Challenges of Apprentices in the Construction Sector in Ontario: Evidence from the My Trades Journey Survey**, Carleton University, July 2021
- ▶ **Demographics & Diversity: A Portrait of Ontario's Unionized Construction Industry**, Prism Economics & Analysis, September 2021
- ▶ **Training Investment in Ontario's Construction Industry**, Prism Economics & Analysis, October 2021
- ▶ **ICI Collective Agreement Library** (updated with 2019-2022 agreements)
- ▶ **ICI Collective Agreement Database and Analytic Tool**
- ▶ **Economic Bulletins** (20+ bulletins issued)





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 2021 applications must be jointly submitted by a labour-management partnership that is affiliated with an Employee/Employer Bargaining Agency by November 30, 2021. Applications must incorporate cash or in-kind contributions.

Over the past three fiscal years OCS has funded four projects totaling \$180,000.

LiUNA Local 1059

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

UA Local 67/ MCAHN

Implemented Research and Development Phase Two and final Phase Three campaign to match the OCS Union Safety Effect. Campaign collateral was updated from 23% to 31% Safer and the funds were used to hire a public relations firm to support the safety messaging efforts including a qualitative analysis, radio ads, email signatures, and an Economic Forecast Media Report.

Waterloo Wellington Dufferin Grey BTC / Golden Horseshoe General Contractors Association

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

IBEW Local 804 / ECA-Central Ontario

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

*2020 Funded Projects

A construction worker wearing an orange hard hat, safety glasses, and a high-visibility orange vest over a white shirt is sitting next to a large, worn tire. He is holding a black mobile phone to his ear with his right hand and a pair of work gloves in his left hand. The background is dark and industrial.

2020 ANNUAL GENERAL MEETING & CONFERENCE

The Ontario Construction Secretariat's 2020 AGM & Conference was held virtually on October 6, 2020. OCS stakeholders came together at the annual event to hear from a stellar lineup of speakers and get up to date on OCS plans and projects.

The AGM & Conference is typically an in-person event, however; due to COVID-19 gathering restrictions at the time, OCS pivoted and provided a two-and-a-half-hour virtual agenda.

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. Chief Executive Officer IPSOS Public Affairs, Darrell Bricker, delivered the opening keynote address. He shared some insights and relevant data in an effort to help us understand what we are going through and why, and who we still are despite the disruption of COVID-19. Darrell is more than

just a numbers guy. He has over 20 years experience in the public opinion sector and has gathered and analyzed the views and data of Canadians from coast to coast.

Benjamin Tal, CIBC's Deputy Chief Economist, provided insights on the economic climate and possible outcomes as we continue to live with COVID-19. Mr. Tal is responsible for analyzing economic developments and their implications for North American fixed income, equity, foreign exchange, and commodities markets.

OCS Director of Research, Katherine Jacobs, provided an update on work the OCS focused on throughout the year including a series of Coronavirus Contractor Surveys, construction and economic indicators, government announcements, skilled labour shortages, the adoption of new technologies in the construction industry, demographic and diversity, community benefits and the union safety effect.

OCS said farewell and thanked Joe Keyes, Construction Labour Relations Association of Ontario, for 15 years of service on the Board of Directors and John Grimshaw, IBEW COO, for nine years on the Board of Directors. Their hard work, commitment and dedication are worth admiration and they both will be greatly missed.

The four Directors appointed for the 2021-2023 term are:

- **Joe Redshaw**, Operating Engineers Local 793
- **James Barry**, IBEW CCO
- **Jim Lyons**, Windsor Construction Association
- **Tony Fanelli**, Construction Labour Relations Association of Ontario



2021 STATE OF THE INDUSTRY & OUTLOOK CONFERENCE

On March 4, 2021, the Ontario Construction Secretariat hosted the 21st Annual State of the Industry and Outlook Conference virtually. This informative and well-attended half-day conference featured industry experts, facilitated valuable professional development, provided insight on the economic climate for the year, and examined what construction health and safety practices could look like in a post-pandemic world.

This year's conference opened with CIBC's Deputy Chief Economist, Benjamin Tal, delivering the economic address. Tal discussed the state of the current economic climate, possible outcomes as we continue to live with COVID-19 and insights on what the financial future holds for 2021.

Katherine Jacobs, the Secretariat's Director of Research, delivered her annual presentation highlighting the findings from the 2021 Contractor Survey. In March 2020, when Coronavirus took over our lives, OCS decided to implement a series of surveys to gauge the day-to-day impact of COVID-19 on contractors and the construction industry. Katherine provided the audience with a glimpse of what contractors were thinking at the time based on new data from the Contractor Survey and recapped 2020 construction industry indicators and provided a short-term outlook for the industry.

Enzo Garritano from Infrastructure Health and Safety Association facilitated a panel discussion with Stephen Callender of Bass Installation, Afro Canadian Contractors Association (ACCA), Ron Kelusky Ontario's Chief Prevention Officer, Erin Oliver of Modern Niagara, and Carmine Tiano of Provincial Building & Construction Trades

Council of Ontario where they discussed opportunities and challenges associated with health and safety in a post pandemic world.

Delivering the keynote address and wrapping up the event was David Frum, Senior Editor at The Atlantic and New York Times Bestselling author. Frum has been a long-time advocate for shaking up the polarized US political system and he provided fascinating insight into what recent political outcomes meant for specific audiences around the world, bringing Canadian ethics into the forefront.





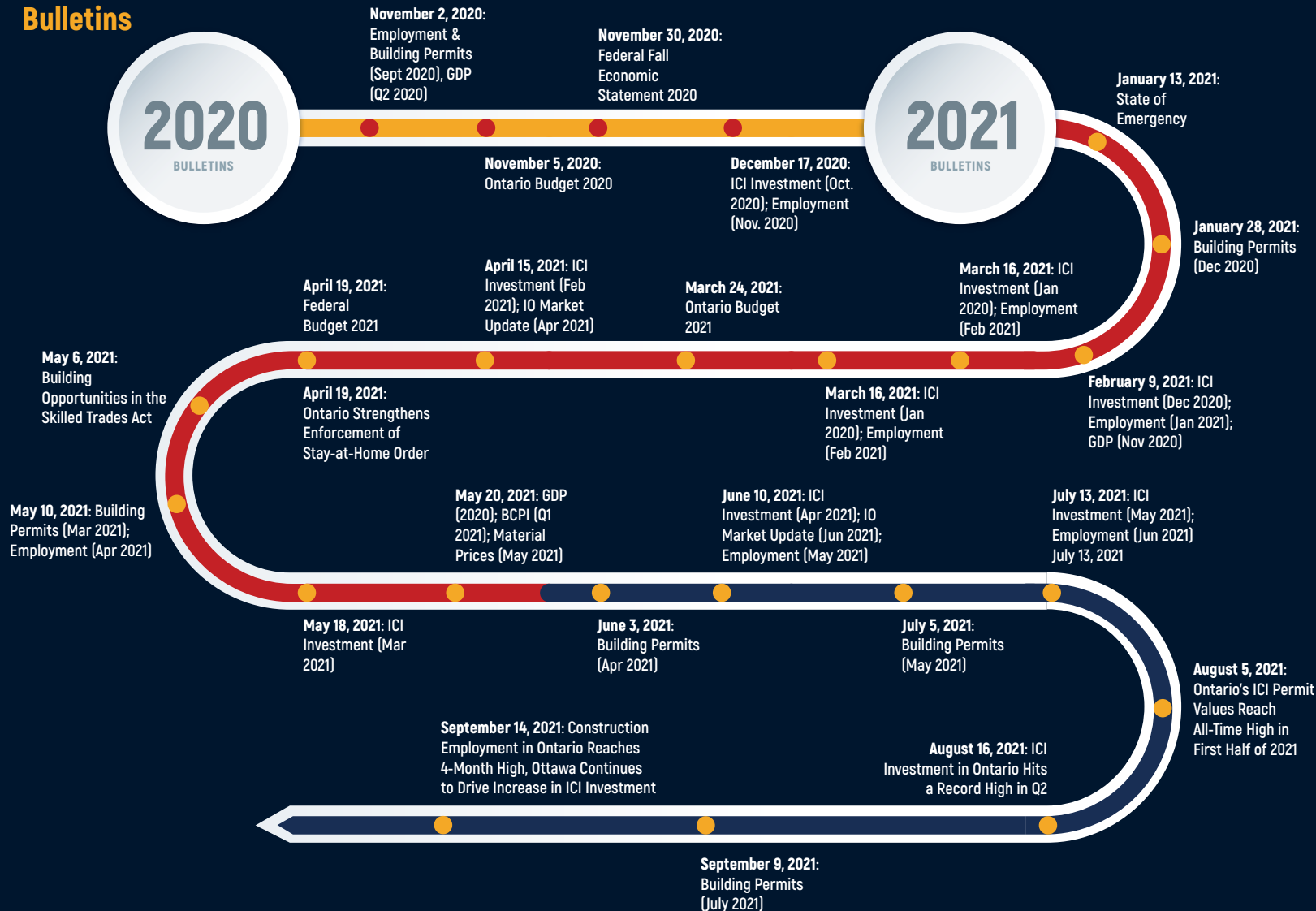
COMMUNICATIONS

During a time that many people and businesses were operating remotely, the way in which we communicate became of utmost importance. Communication helps people stay connected, feel part of their work community, and allows for effective collaboration.

Deliverables:

- Stay Connected (50 in total between October 2020 and October 2021)
- Economic Bulletins (26 in total between October 2020 and September 2021)
- Regular Social Media Postings
- Safety Study Video Series
- Safety Study Co-Branding Infographic
- Multiple advertising Partnerships
- Photo Contest
- Members Website
- Earned Media

Bulletins



Union Safety Effect Communications

OCS engaged Enterprise Canada and worked closely together to create 5 animated vignettes and 1 video to share the findings from the Union Safety Effect Study that was released by Institute for Work & Health (IWH). The video was launched at the State of the Industry and Outlook Conference and then further shared on social media and in our weekly Stay Connected Newsletters. The animations then followed in a series for 5 consecutive weeks.

The Union Safety Effect study was picked up by a variety of media outlets as a result of a News Release being sent and our efforts working with Enterprise Canada. Both Katherine Jacobs and Robert Bronk participated in a number of media interviews. The outlets that covered the story include:

- Sauga 960 AM radio
- Chatham Daily News
- CTV News Toronto
- Daily Commercial News
- Groundwater Canada
- Construct Canada
- Newstalk 1010
- Plumbing and HVAC Magazine
- Toronto Star
- Construction Links Network
- Link2Builds Ontario
- Ontario Construction News
- Canadian Occupational Safety Website
- Spring Water News
- The Rush Hour Radio

Co-Branding

Following the release of the IWH Union Safety Effect Study, OCS developed an infographic of the key findings. The

document was made available in a variety of print and digital formats for ease of sharing and distribution. To date, OCS partnered with the following stakeholders:

- Architectural Glass & Metal Contractors Association (AGMCA)
- Carpenters Union
- Carpenters CCAT
- Helmets to Hardhats
- IBEW Construction Council of Ontario
- Interior Finishing Systems Training Centre (IFSTC)
- IUOE Local 793
- LIUNA Local 506
- Mechanical Contractors Association of Ontario (MCAO)
- Millwrights Local 2309 Toronto
- TESC Contracting Company
- Electrical Contractors Association of Ontario
- Dewar Industrial Services

The response on social media has been very positive. Numerous unions and OCS partners shared, liked and posted the study findings as well as the animations and video and momentum continues to build.

Since the release of the Union Safety Effect Study, the OCS has placed a number of ads in the following publications:

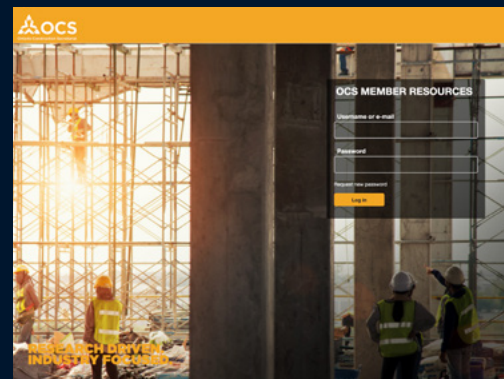
- Toronto Star – Annual Workplace Safety Campaign issue
- BuildForce Canada
- Daily Commercial News
- Business Elite
- Ontario General Contractors Association

OCS Website

The OCS website, iconstruction.com is the home base for all materials and reports related to the IWH Safety Study, including the report, safety vignettes, promotional video, infographic (offered in a variety of downloadable and printable sizes, partnership poster and press release.

OCS Member's Website

The OCS will be launching a redesigned members-only website at the AGM. Stakeholders will have individual logins where they can gain access to OCS member-only reports, research, and resources that are not available to the public. A key element of the Members Website is the OCS collective agreement library and database and user-friendly report options.





STAY CONNECTED

Without fail, OCS has sent our e-newsletter, Stay Connected, every Friday since July 21, 2020. 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 related news. Stay Connected is sent to approximately 1,300 people each week, and the number continues to grow. With an average open rate around 28%, viewership is high when compared to other weekly newsletters other different organizations.

We continue to receive a great deal of positive feedback, many of which were appreciative of our team's efforts to summarize key details and outline specifics on issues affecting the construction industry in Ontario.





SOCIAL MEDIA HIGHLIGHTS

AUGUST 30, 2020 – AUGUST 30, 2021

OCS Website

OCS has maintained consistent growth and engagement on all social media platforms over the last year. We create and consistently share our own content, resulting in an increase in overall performance, profile visits, mentions, new followers and overall engagement.



16,000



22,000

Desktop
Users



70%

Mobile
Users



30%

Most Popular Page:
**Economic Bulletin:
Ontario Declares
State of Emergency.
January 13, 2021**

Jan. 13, 2021: State of Emergency



January 13, 2021

Ontario Declares Second State of Emergency, Stay-at-Home Order and Implements New Restrictions

On Tuesday, the Ontario government in consultation with the Chief Medical Officer, declared an immediate second provincial emergency under 7.0.1 (1) of the *Emergency Management and Civil Protection Act* (EMPCA). These measures will come into effect on Thursday, January 14.

Construction projects that are deemed essential and permitted to open under the Provincewide Shutdown include:

Social Media



AUGUST 30 2019 – AUGUST 30, 2020

520



Followers

264



Posts

Top Facebook Post:

1,524 REACHED

**Unionized
Construction
Work is Safe
Work Video**

1,218



Engagement

11,836



Reach



Top Tweet:
**Download the
full Safety
Study Report**

1,922



Followers

448



Tweets

303K+



Impressions

136



Mentions



AUGUST 30, 2020 – AUGUST 30, 2021



AUGUST 30, 2020 – AUGUST 30, 2021

242



Followers

72



Posts

N/A



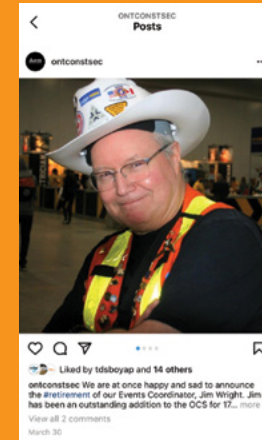
Engagement

356



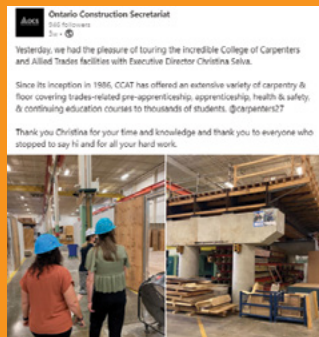
Likes

Top Instagram Post: Jim Wright Retirement Announcement



Top LinkedIn Post:

College of Carpenters and Allied Trades Facility Tour



AUGUST 30, 2020 – AUGUST 30, 2021

946



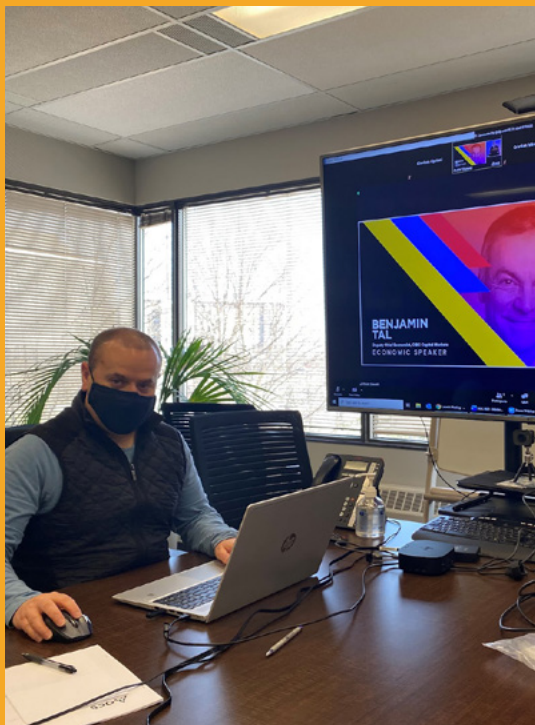
Followers

264



Posts











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HOLD THE DATE

State of the Industry & Outlook Conference 2022

The Ontario Construction Secretariat will host its 22nd annual **State of the Industry & Outlook Conference** on March 3, 2022 in Toronto. Location to be confirmed soon.

Future Building 2022 Chatham, Ontario

The Ontario Construction Secretariat plans to hold **Future Building 2022** in **Chatham, Ontario** and further information will be available late fall as we monitor and liaise with our education partners.

Annual General Meeting & Conference 2022

The Ontario Construction Secretariat will host its **2022 Annual General Meeting & Conference** in the fall of 2022. We are currently looking at venues and dates and will have more details soon.

For more information, visit the events page on our website iciconstruction.com/events-2.

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