

Ontario Construction Secretariat

AGM

Annual General
Meeting & Conference

— 2 0 2 1 —

OCTOBER
WEDNESDAY 6 & 7 THURSDAY
2021

QUEENS
LANDING

NIAGARA-ON-THE-LAKE, ONTARIO

2021 Research Reports


- Union Safety Effect
- Investment in Training
- Demographics & Diversity
- Experiences and Challenges of Apprentices in the Construction Sector
- Project Agreement Guide

Union Safety Effect

Excerpt from the Journal of Occupational and Environmental Medicine

How might this impact on policy or clinical practice in the foreseeable future?

“The apparent protective effect of unionisation should be considered by those making decisions about ‘right-to-work’ legislation affecting unions; public health practitioners seeking partners in occupational health and safety; and by decision-makers seeking indicators of better company safety performance.”



**UNIONIZED
CONSTRUCTION
WORK IS
SAFE WORK**

BUILDINGS TRADES UNIONS IN ONTARIO'S ICI CONSTRUCTION SECTOR ARE

31% SAFER

WHEN COMPARED TO NON-UNION FIRMS

Source: Institute for Work & Health, 2020. Updating a Study of the Union Effect on Safety in the ICI Construction Sector.

IWH Institute for Work & Health

OCS Ontario Construction Secretariat

STUDY CONFIRMS A UNION SAFETY EFFECT EXISTS!
TO LEARN MORE, VISIT:
WWW.ICICONSTRUCTION.COM

Investment in Training

By the Numbers ...

40 Training Delivery Agents

100 Union and/or Employer Training Centres

\$146.6M Annual Training Contributions

\$325 M Capital Investment (2013-2019)

Demographics & Diversity

Under-represented groups account for less than 5% of total active members

- Ontario unionized workforce is estimated to be **127,950**, including **27,000 apprentices**
- More than half of Locals (56%) participate in programs to specifically assist in the recruitment of underrepresented groups
- 43% report having set goals to increase diversity of their membership
- 33,380 additional skilled workers needed over the next decade

Experiences and Challenges of Apprentices in the Construction Sector (My Trades Journey)

Apprenticeship Sample Panel	
Average Age	29
Female	7%
Foreign Born	12%
Indigenous	0.4%
Post-Secondary Education	42%
Pre-Apprenticeship	44%

- Trades with **mandatory certification** and apprentices with some **post-secondary education** are more likely complete
- 90% of those completing their apprenticeship actually end up working in an occupation related to their apprenticeship in the construction industry
- Apprentices who complete, achieve larger economic returns via higher incomes

Project Agreement Guide

- Step-by-step guide to implementing a PLA under the Labour Relations Act
- Identifies 43 PLAs that have been implemented since 1999
- Library of PLA documents



Upcoming Research

- Analysis of OLRB union certifications in construction and insights on union organizing
- Green Retrofit Economy
- Making the Business Case for Project Labour Agreements
- Economic, Fiscal and Social Impacts of Ontario's Unionized Construction Industry

OCS Member Resources

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Collective Bargaining Resources

RESEARCH DRIVEN
INDUSTRY FOCUSED