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OCS YEAR IN REVIEW





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PRESIDENT'S MESSAGE

COSMO MANNELLA

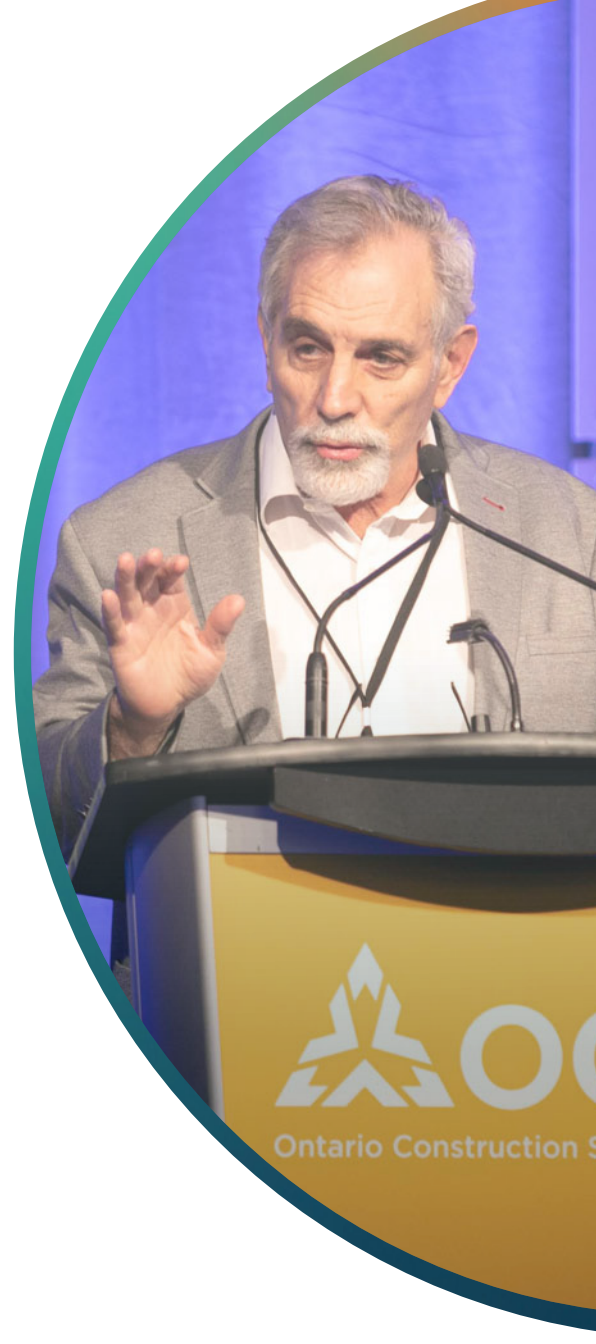
On behalf of the Board of Directors, I welcome you to the 2022 Ontario Construction Secretariat (OCS) AGM & Conference. As I reflect on the past two years while serving as President of the OCS, there is no doubt that the OCS Board and staff continue to seek new opportunities to enhance and promote Ontario's unionized construction industry.

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.

The OCS remains committed to creating timely and relevant research and sharing important updates to assist stakeholders in making informed decisions. This was particularly demonstrated this year during Collective Bargaining and the way in which the OCS supported the strong partnerships that exist between labour and management in the unionized ICI construction sector.

I am proud of the hard work and commitment put forth by the OCS as we continue to enhance our reputation as a leader in construction research and advocate for the unionized construction industry.

I look forward to connecting with you and am certain you will find a number of key takeaways that will enhance our partnerships and contribute to building a stronger unionized construction industry in Ontario.





CEO'S MESSAGE

ROBERT BRONK

As the CEO, I want to thank each one of you for your unwavering dedication and support as I welcome you to the 2022 AGM & Conference. I am confident you enjoyed the excellent line-up of engaging speakers, networking opportunities and evening social planned.

It is safe to say that the last couple of years brought challenges for most, both organizations and individuals and the pandemic has changed a lot of things. That said, the OCS and our labour, management, and government stakeholders have a lot to be proud of as we have accomplished significant achievements that have enhanced the ICI construction industry in Ontario.

A tremendous amount of work took place this year, keeping the industry's needs at the forefront. OCS delivered on our research mandate while also keeping an eye on current issues impacting Ontario's construction industry. I am particularly pleased with the work that has gone into the creation of the Construction Labour Relations Fundamentals course. As a new wave of labour and management stakeholders start to take leadership positions, this course will provide historical perspectives and touch on key elements required to build trust, maintain,

and improve critical relationships and enhance ongoing stability in Ontario's unionized ICI construction sector for years to come.

I am fortunate to work with a team that refuses to give anything less than 110%. The OCS team has worked seamlessly together for the sake of the industry, and I could not be prouder. We're excited to have welcomed two new members to the team this year and are looking forward to working collaboratively to continue to push ourselves to set higher standards in research, industry promotion and stakeholder engagement.

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 hope you enjoy your time at the JW Marriot and enjoy the beautiful scenery and fall colours in Muskoka. Please take a moment to review our accomplishments on the pages that follow.

RESEARCH HIGHLIGHTS

Collective bargaining was a major focus of the research agenda over the past year. We developed numerous resources for our labour and management stakeholders, including monthly updates on economic conditions and construction industry trends as well as regular updates as settlements were reached. We hope these insights were helpful in your discussions to reach new agreements.

Other research initiatives in 2022 focused on the green economy, union certification, project labour agreements and the development of a new construction industry labour relations course.



Construction Industry Labour Relations Course

OCS has partnered with Constructionlab to develop and deliver a unique construction industry labour relations course. We anticipate this new program will quickly become an industry standard as it engages, educates, and trains labour and management stakeholders. The course will provide an opportunity for participants to hone skills and learn through an intensive multi-day course that journeys through eight themes including: an historical context of construction labour relations, current legislative framework, collective agreements, negotiation theory and style, grievances, and jurisdictional processes, joint labour-management partnerships, health and safety, and human rights.

Stay tuned for more information about this exciting new program offered by the OCS.

Green Retrofit Study

Over \$3.6 billion has been committed to finance energy efficiency upgrades and low-carbon retrofits for large buildings to meet GHG emission reduction targets. Achieving a well-functioning marketplace for decarbonizing and modernizing existing commercial and industrial buildings that has

sufficient capacity to help meet Canada's climate targets, requires the availability of a highly skilled workforce, industry capacity, supportive government policies and a well-functioning supply chain.

The *Green Retrofit Study*, funded by Canada Infrastructure Bank, Ontario Construction Secretariat, Canadian Mortgage & Housing Corporation, and Federation of Canadian Municipalities, profiles key pathways that will equip the green building ecosystem with insights into the workforce and supply chain needs across Canada's retrofit economy. Ensuring workers with the right skills are available to support retrofit projects and that supply chains have capacity to deliver affordable low-carbon construction-related products, technologies, and materials is critical to the success of Canada's goals to reduce GHG emissions. Further information about this project can be found on the OCS website.

Project Agreement Initiative

OCS has partnered with the Institute for Construction Economic Research, York University and Université Laval to identify concrete benefits resulting from project labour agreements (PA). The researchers are collecting data on various construction

projects that were completed under a PA as stipulated by the Ontario Labour Relations Board. It is anticipated this research will help silence criticism that project agreements lead to inflated project costs. Identifying key characteristics where project agreements provide value to all parties will aid the industry in expanding project agreements outside of their traditional use in the industrial sector.

Union Certification and Organizing

In collaboration with Queen's University, OCS is exploring experiences related to union organizing strategies and activity in Ontario's ICI construction sector. The initial phase of this project looked at union certification statistics from the Ontario Labour Relations Board. The research team is now finalizing a survey that will examine trends in organizing certification activity with the goal of identifying best practices and organizing challenges. The survey is scheduled to be in-field by late October.

2022 ICI Collective Bargaining Outcomes

This round of bargaining took place during one of the most turbulent economic environments in recent memory, characterized by high inflation rates, labour market challenges and strong construction markets province wide. IBEW/ECAO were the first to reach a settlement in February; however, most EBAs were still in discussions throughout May and June. The industry experienced five (5) strikes during this round of bargaining and a number of tentative agreements were not ratified by Union Members, resulting in either strike action and/or a return to the bargaining table. OCS, in cooperation with the Provincial Building and Construction Trades Council and the Construction Employers Coordinating Council of Ontario, is now planning a post-bargaining survey and 2023 Labour Relations Symposium to assess this round of bargaining and set the groundwork for 2025.

▼ AS OF SEPTEMBER 12, 2022



24 OF 25
TRADES

have **finalized** 2022-2025
collective agreements



\$5-\$9
INCREASE

in **3** year Total Package rate



8 **TENTATIVE**
AGREEMENTS

not ratified by
union members

- Carpenters
- Labourers
- Operating Engineers
- Painters and Tapers
- Plumbers and Pipefitters
- Precast Erectors
- Rodworkers
- Sheet Metal Workers



1 **ARBITRATED**
SETTLEMENT



5 **STRIKES**
totalling
60 days

- Carpenters
- Demolition Workers
- Glaziers
- Operating Engineers
- Painters



RESEARCH DELIVERABLES

➤ Green Retrofit Study

Delphi Group and Canadian Green Building Council
August 2022

➤ Training Investment in Ontario's Construction Industry

Prism Economics & Analysis
February 2022

➤ Collective Bargaining Resources and Updates

Ontario Construction Secretariat
December 2021 – September 2022

➤ 2022 Contractor Survey

Ontario Construction Secretariat
March 2022

➤ Economic Bulletins

Ontario Construction Secretariat

➤ Industry Stakeholder Presentations

- **Construction Labour Relations Association of Ontario,** October 4, 2021
- **Ontario Construction Users Council,** October 29, 2021
- **Vertra Forums, Construction Labour & Employment Relations Conference,** November 30, 2021
- **Mechanical Contractors Association of Ontario,** January 26, 2022
- **Construction Employers Coordinating Council of Ontario,** February 7, 2022
- **SMART Training Conference,** February 23, 2022
- **Waterloo, Wellington, Dufferin, Grey Building Trades Council,** March 4, 2022
- **National Construction Labour Relations Association,** September 29, 2022

RESEARCH & MARKETING PARTNERSHIP GRANT

Launched in 2019, the OCS Research and Marketing Partnership Grant (RMPG) is an annual program designed to create an opportunity for labour and management partners to work collaboratively on industry issues, market research, innovation, the adoption of new technologies or exploring labour market dynamics that will help strengthen Ontario's unionized ICI sector. In 2022, the OCS funded the following seven projects.



7 PROJECTS

Funded by OCS

over the past fiscal year

Hamilton-Brantford Ontario Building & Construction Trades Council

Focused on outreach, marketing and general promotion of local building trades, affiliates and contractors including creating a new website, social media accounts, and printed marketing material. This marketing campaign targets key owner clients to promote maintenance services, project labour agreements, apprenticeship training, skilled trade supply and safety benefits.

Labourers' Local 625 Training Trust

Developing a sustainable marketing program to familiarize and increase knowledge and understanding among youth, parents and educators regarding a rewarding career as a Construction Craft Worker, working in the ICI construction industry, and the growing demand for skilled tradespeople. The campaign focuses on videos, social media marketing, career fairs, and surveys.

LiUNA Local 1059

Developing an educational virtual reality (VR) experience to raise awareness of ICI construction advantages and present a professional image of careers in the skilled trades. The VR experience provides real-life experiences utilizing video from actual union jobsites showcasing equipment and technology used by workers. This VR tool will be used at job fairs, schools, and public events in London and southwestern Ontario.

LiUNA Local 527

Recruiting new and experienced construction workers to begin a career with a unionized employer by promoting construction as a great career choice, paid apprenticeship programs and health and pension benefits. This marketing campaign is utilizing mediums such as social media, radio, bus transit ads, billboards, promotional videos, and other printed publications.

Mechanical Industry Advisory Committee

This public relations campaign will build awareness of the Mechanical Contractors Association and awareness of career opportunities in the mechanical trades among younger generations, women, and people of diverse ethnic backgrounds and races that are currently underrepresented in the industry. Ultimately, this campaign aims to strengthen the unionized mechanical construction industry.

Operating Engineers Training Institute of Ontario

This project will examine the impact of compulsory training on the Mobile and Tower Crane trades workplace safety outcomes. The research will update a previous study titled Crane Operators: The Impact of Training and Certification in Ontario's Canada.

TESC Contracting Company

Creating a mentorship program designed specifically for female apprentices that offers access to experienced women mentors who will guide mentees as they begin their construction trades journey.

This 10-month program will also include monthly sessions topics such as time management, resiliency, financial independence, and a number of specific construction workshops.

2021 ANNUAL GENERAL MEETING & CONFERENCE



The Ontario Construction Secretariat's 2021 AGM & Conference was held at Queen's Landing in Niagara-on-the-Lake on October 6 and 7 and saw the return of in-person events. OCS Stakeholders came together at the annual event to network with their labour and management colleagues, hear from a stellar lineup of speakers, and learn about OCS plans and activities.

Niagara-on-the-Lake provided a spectacular backdrop for the social events organized by the OCS, with a murder mystery dinner experience and 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. Bob Collins, Senior Economist with BuildForce Canada, presented an overview of current investment and labour market trends in Ontario and across regions. Following Bob's presentation, Helen Viveiros from Ontario Power Generation, showcased how OPG incorporates diversity and inclusion strategies to attract top talent and drive innovative outcomes.

Adam Melnick from Provincial Building & Construction Council of Ontario moderated a panel discussion on workforce development challenges and opportunities with Marc Arsenault, Paul Ditta, and Justin Falconer.

Delivering the keynote address, Peter Mansbridge, Former Chief Correspondent for CBC News and Anchor of The National, gave everyone something to think about after his presentation and a refreshing perspective on politics.

During the AGM portion of the event, Katherine Jacobs, Director of Research, provided an update on research projects that included: Demographics and Diversity, Investment in Training, Longitudinal Study, Project Agreement Guide, future research, and the Collective Bargaining Toolkit. OCS CEO, Robert Bronk, provided an Activities Report that included: Communications, Careers in Construction, the Labour Relations Program, Photo Contest, and the 2022 Budget.



2022 STATE OF THE INDUSTRY & OUTLOOK CONFERENCE

The Ontario Construction Secretariat hosted the 22nd Annual State of the Industry and Outlook Conference on Thursday March 3, 2022, at the International Centre. This well-attended in-person conference featured industry experts, facilitated valuable professional development, provided insights for the year.

Key discussion topics this year were the ongoing impact of COVID 19 on the economy, inflation, construction costs, supply chain issues, contractors' perspectives on industry conditions and a near-term outlook for Ontario's construction industry.

This year's conference opened with Chief Economist and Vice President, Export Development Canada, Stuart Bergman, delivering the economic address. Bergman discussed how the pandemic has changed the way consumers and businesses operate, how Omicron has impacted the recovery and what on earth is going on with Supply Chains.

Journey person, Steamfitter, Gasfitter, and Welder, Kayla Bailey, spoke in acknowledgement of International Women's Day and shared her commitment on behalf of Ontario Building and Construction Tradeswomen to advocate for women and underrepresented gender identities in the trades.

Katherine Jacobs, the Secretariat's Director of Research, delivered her annual presentation highlighting the findings from the 2022 OCS Contractor Survey. After two years of life in a pandemic with restricted economic activity, Ontario construction contractors were feeling confident that business will rebound in 2022.

Wayne Peterson, Executive Director, CECCO, moderated a panel discussion on Delivering Construction in Disruptive Times with Graeme Aitken of the Electrical Contractors Association of Ontario, Mark Arnone of AECON Nuclear, and Marc Arsenault of the Provincial Building and Construction Trades Council of Ontario.

Wrapping up the day, Host of TVO's The Agenda, Steve Paikin, delivered the keynote address.

Paikin has moderated leaders debates for three federal and two provincial elections, has written multiple books, and has created several documentaries. He provided fascinating insights into what political outcomes mean for specific audiences around the world.

The OCS hosts this event for the unionized construction industry to provide insight on Ontario's current economic climate and its industrial, commercial, and institutional construction industry, with industry experts helping construction stakeholders better understand market conditions and plan for the future. Video content for this event is available on the OCS website.



COMMUNICATIONS

If we learned anything during the COVID-19 pandemic, it is that communication is of the utmost importance. The way in which we communicate helps people stay connected, feel part of their work community, and allows for effective collaboration.

Deliverables

- **Stay Connected** (56 in total between October 2021 and October 2022)
- **Economic Bulletins** (16 in total between October 2021 and October 2022)
- **Collective Bargaining Communication**
- **Special Email Communications** (E.g. Provincial and Federal Budgets)
- **Regular Social Media Postings**
- **Multiple Advertising Partnerships**
- **Enhanced Members Website**
- **Earned Media**



MEDIA OUTREACH

In the past year, OCS continued to work closely with Enterprise Canada, a national strategic communications firm, to help promote and increase the reach of our work. OCS has been featured in numerous media outlets such as print media, podcasts, and online articles.



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FEATURES

OCS WAS FEATURED IN THE FOLLOWING;

- CanadianContractor.ca
- Canadian Occupational Safety Magazine
- Canadian Plastics
- Construction Links Network
- Crane & Hoist Canada
- Daily Commercial News
- Electrical Business Magazine
- ElectricalIndustry.ca
- Electrical Industry News Week
- Glass Canada Podcast
- Link2Build Ontario
- Live & Local AM 800 CKLW
- Newstalk 1290
- Northern Ontario Business
- Plant: Canada's Manufacturing Magazine
- On-Site Magazine
- Ontario Construction News
- ReNew Canada
- Rogers TV
- Sault Online
- The Hammer Podcast
- The Record
- The Safety Magazine
- Windsorite.ca
- 980 CFPL The Morning Show



Podcast



Print

5

MEDIUMS



YouTube



Radio



Online
Magazine

**"ONTARIO CONTRACTORS BULLISH ON
GROWTH IN 2022, SURVEY REVEALS"**

– Daily Commercial News

**ROBERT BRONK, CEO – ONTARIO
CONSTRUCTION SECRETARIAT
WITH KEN AND LOREENA**

– NewsTalk 1290

"GET'EM YOUNG" – ROBERT BRONK, OCS

– Glass Talk Podcast



BULLETINS





SOCIAL MEDIA HIGHLIGHTS

SOCIAL MEDIA HIGHLIGHTS

OCS has maintained consistent growth and engagement on all social media platforms over the last year. We created and consistently shared our own content and shared contributions from our stakeholders, resulting in an increased in overall performance, profile visits, mentions, new followers and overall engagement.

OCS also organized two successful social media campaigns, The day of Mourning and Labour Day. Both campaigns consisted of thoughtful and informative posts on these important days in the construction industry and a video message from our CEO.

OCS WEBSITE

AUGUST 30, 2021 - AUGUST 30, 2022



15,000

Users

Desktop
Users



70%

Mobile
Users



30%



Sessions

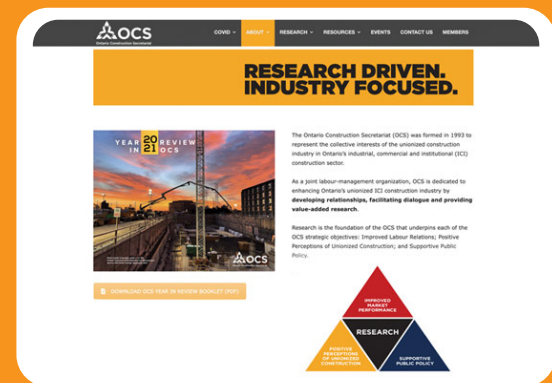
19,000

MOST POPULAR
WEBSITE PAGE
WHO WE ARE



Page Views

58,000



SOCIAL MEDIA



AUGUST 30, 2021 - AUGUST 30, 2022

TOP FACEBOOK POST "Touring IBEW Local 353 Training Centre"



AUGUST 30, 2021 - AUGUST 30, 2022

TOP TWEET "2022 Day of Mourning"

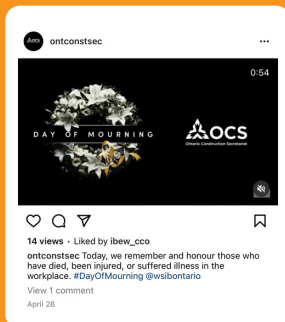
Top Tweet earned 923 impressions
The @WSIB #DayOfMourning on April 28 is a day where we remember all those who have died, been injured, or suffered an illness in the workplace. There are ceremonies across #Ontario dedicated to raising awareness for #WorkplaceSafety.

For more info visit bit.ly/3JzIG2l
pic.twitter.com/osavg993GB



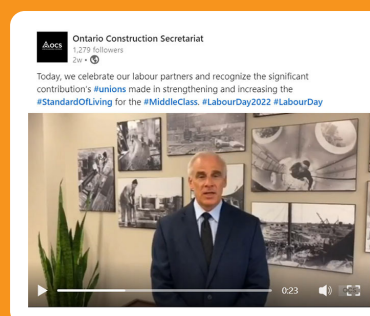
AUGUST 30, 2021 - AUGUST 30, 2022

TOP INSTAGRAM POST "2022 Day of Mourning"



AUGUST 30, 2021 - SEPTEMBER 10, 2022

TOP LINKEDIN POST "Labour Day 2022 Campaign"



STAY CONNECTED



OCS has sent our e-newsletter, Stay Connected, every Friday of 2022 with exception of the Christmas Holiday. 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 constituents each week, and the number continues to grow. With the average open rate of 38%, viewership is high when compared to other weekly newsletters from other organizations. This year, we added a new 'special feature' section where we have guests, such as our OCS Summer Interns, contribute to the newsletter.

OCS continues to receive a great deal of positive feedback. Many organizations share Stay Connected with their networks and post it to their websites each week.

1,300

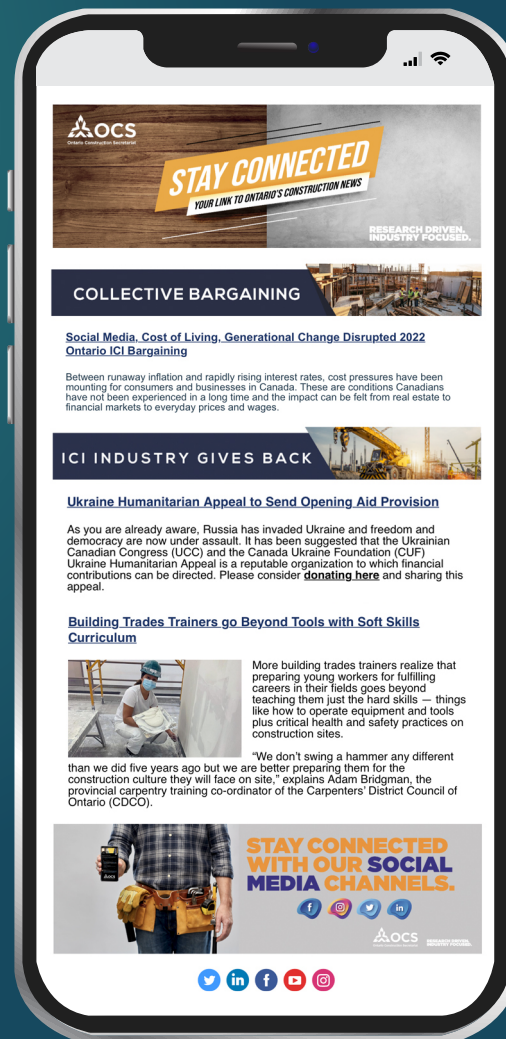


Sent to 1,300
constituents
each week

38%



Open Rate



A large-scale construction site at sunset. The sky is filled with dramatic, orange and pink clouds. Numerous tower cranes are visible, some with their jibs extended. In the foreground, the skeletal steel framework of a large building is under construction. The ground is uneven and appears to be a construction site. A large, semi-circular teal graphic is overlaid on the left side of the image, containing the text 'SOCIAL RESPONSIBILITY'.

SOCIAL RESPONSIBILITY

Demand for charitable and community 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.

This summer, the OCS supported 13 charity golf tournaments and one bocce ball tournament. The OCS staff enjoyed engaging with stakeholders at these events, along with helping different organizations raise money for so many incredible causes. Each tournament, including Bocce, was hosted by a variety of labour and/or management stakeholders and the proceeds were donated to a variety of charities.

Help the OCS Promote the Industry's Charitable Efforts

Is your organization planning a golf tournament? Holding a food drive? Collecting toys for a local charity? We want to hear about it! The OCS will be building a database of the unionized construction industry's community contributions. Let us know when your event was, how much money it raised and what charities you supported, so we can showcase and promote how charitable our industry is, by sending us an email to info@iconstruction.com.

Make-A Wish Canada **Hammer Heads Program**
De Novo Treatment Centre **Down Syndrome Association**
Juvenile Diabetes **St. Andrew's Dew Drop Inn** **Camp Trillium**
Esophageal Cancer Program at University Health Network
in Toronto **Sick Kids Hospital** **Luso Canadian Charitable Society**
Mesothelioma Cancer Research at Princess Margaret Cancer
Foundation **Heart and Stroke Foundation** **The Lighthouse**
Threads of Life **Scarborough Health Network Foundation**
Multiple Sclerosis **St. Joseph's Health Centre**
Foundation Mental Health Services Unit
BACU Scholarship Fund **Plus,**
various other local charities.
We Thank You All



A low-angle, perspective shot of a construction worker on a roof. The worker is wearing a yellow hard hat, a high-visibility orange safety vest over a pink long-sleeved shirt, and dark pants. They are using a red and black power drill to work on a series of parallel, reflective metal roof panels. The sun is low in the sky, creating a bright, hazy background and reflecting off the surface of the roof. A large, semi-transparent teal circle is overlaid on the left side of the image, containing the text 'SECRETARIAT STAFF'.

SECRETARIAT STAFF



**Robert
Bronk**

Chief Executive Officer

416.620.5210 X224
brnk@iconstruction.com



**Christine
Allenby**

Director of Operations

416.620.5210 X248
christinea@iconstruction.com



**Katherine
Jacobs**

Director of Research

416.620.5210 X225
kjacobs@iconstruction.com



**Ali
Ahmad**

Research Analyst

416.620.5210 X222
aahmad@iconstruction.com



**Gianluca
Cipriani**

Office Administrator / EA to CEO

416.620.5210 X221
gcipriani@iconstruction.com



**Linette
DeGraaf**

Event and Engagement Lead

416.620.5210 X226
ldegraaf@iconstruction.com



**Vanessa
Milburn**

Communications & Engagement Lead

416.620.5210 X246
vmilburn@iconstruction.com

PHOTO GALLERY









BOARD OF DIRECTORS

LABOUR REPRESENTATIVES

Marc Arsenault

Provincial Building & Construction
Trades Council of Ontario

75 International Blvd, Suite 401
Etobicoke, ON M9W 6L9
Tel: 416-678-8887
marc@ontariobuildingtrades.com

James Barry

IBEW Construction Council
of Ontario

5090 Explorer Drive, Suite 505
Mississauga, ON L4K 4T9
Tel: 416-674-6940
james@ibewcco.org

Tim Fenton

c/o Ontario Construction
Secretariat

180 Attwell Drive, Suite 360
Toronto, ON M9W 6A9
info@iciconstruction.com

David Gardner

Insulators and Asbestos Workers
Local 95

166 Newkirk Road, Unit 5
Richmond Hill, ON L4C 3G7
Tel: 289-459-0122
david.gardner@insulators95.com

James Hogarth

Ontario Pipe Trades Council

400 Dundas St. E., Suite 206
Whitby, ON L1N 0K1
Tel: 905-665-3500
hogarth@optc.org

Cosmo Mannella

LIUNA Ontario Provincial
District Council

c/o Ontario Construction Secretariat
180 Attwell Drive, Suite 360
Toronto, ON M9W 6A9
info@iciconstruction.com

Joe Redshaw

Operating Engineers Local 793

2245 Speers Rd.
Oakville, ON L6L 6X8
Tel: 905-469-9299
joeredshaw@iuoelocal793.org

MANAGEMENT REPRESENTATIVES

Steve Coleman

Mechanical Contractors
Association of Ontario

5250 Solar Drive, Suite 201
Mississauga, ON L4W 0G4
Tel: 905-629-0344
stevemca@live.ca

Tony Fanelli

Construction Labour Relations
Association of Ontario

6299 Airport Road, Suite 303
Mississauga, ON L4V 1N3
Tel: 905-671-0888
tfanelli@clrao.ca

Jim Lyons

Windsor Construction Labour Relations
Group / Windsor Construction
Association

2880 Temple Drive Suite 100
Windsor ON N8W 5J5
Tel: 519-974-9680
jlyons@wca.on.ca

Don Marks

Ontario Industrial Roofing
Contractors' Association

940 The East Mall, Suite 301
Etobicoke, ON M9B 6J7
Tel: 416-695-4114
donamarks@ontarioroofing.com

Wayne Peterson

Construction Employers
Coordinating Council of Ontario

5915 Airport Road, Suite 830
Mississauga, ON, L4V 1T1
Tel: 905-677-6200
wpeterson@cecco.org

David St. Louis

Terrazzo, Tile & Marble
Guild of Ontario

30 Capstan Gate, Unit 5
Concord, ON L4K 3E8
Tel: 905-660-5094
david@ttmgo.org

Jodi Travers

Electrical Contractors
Association of Ontario

10 Carlson Court, Suite 702
Toronto, ON M9W 6L2
Tel: 1-800-387-3226
jtravers@ecao.org

GOVERNMENT REPRESENTATIVES

Darren Gluckman

Ministry of Labour, Senior Legislative
Advisor, Dispute Resolution Services

400 University Ave, 8th Floor
Toronto, ON M7A 1T7
Tel: 416-648-7356
darren.gluckman@ontario.ca

Mary Incognito

Ministry of Labour, Immigration,
Training and Skills Development

400 University Ave, 14th Floor
Toronto, ON M7A 1T7
Tel: 647-376-8131
mary.incognito@ontario.ca



EMPLOYEE/ EMPLOYER BARGAINING AGENCY LIST

EMPLOYEE

Arnie Stadnick

Boilermaker Employee Bargaining Agency
c/o International Brotherhood of Boilermakers
astadnick@boilermakers.org

Roy Grills

Boilermaker Employee Bargaining Agency
c/o International Brotherhood of Boilermakers, Local 128
rgrills@ibblocal128.org

Tony DiMaria

Bricklayers Employee Bargaining Agency
c/o Brick and Allied Craft Union of Canada
tdimaria@bacu.ca

Craig Strudwick

Bricklayers Employee Bargaining Agency
c/o OPC, IUBAC
cstrudwick@bacweb.org

Mike Yorke

Carpenters Employee Bargaining Agency
c/o Carpenters' District Council of Ontario
myorke@thecarpentersunion.ca

EMPLOYER

Sara Scott

Boilermaker Employer Bargaining Agency
c/o Boilermaker Contractors Association
sscott@bcacanada.ca

David Stubbs

Bricklayers Employer Bargaining Agency
c/o Masonry Industry Employers Council of Ontario
dstubbs@canadamasonrycentre.com

Tony Fanelli

Carpenters Employer Bargaining Agency
c/o Construction Labour Relations Association of Ontario
tfanelli@clrao.ca

EMPLOYEE

Tony Mollica

Cement Masons Employee Bargaining Agency
c/o OPCMIA Local 598
tmollica@local598.ca

Jack Oliveira

Demolition Labourers Employee Bargaining Agency
c/o LIUNA Ontario Provincial District Council
joliveira@liunaopdc.org

James Barry

Electrical Employee Bargaining Agency
c/o IBEW Construction Council of Ontario
james@ibewcco.org

Brad Farrell

Elevator Employee Bargaining Agency
c/o Int'l Union of Elevator Constructors Local 50
brad@iuec50.ca

Bruno Mandic

Glaziers Employee Bargaining Agency
c/o Int'l Union of Painters & Allied Trades Ontario Council
bmandic@dc46.iupat.org

EMPLOYER

Geoff Kinney

Cement Masons Employer Bargaining Agency
c/o Cement Finishing Labour Relations Association
gkinney@cflra.ca

Margaret Taylor

Demolition Labourers Employer Bargaining Agency
c/o Ontario Association of Demolition Contractors
mtaylor@oadc.ca

Graeme Aitken

Electrical Employer Bargaining Agency
c/o Electrical Contractors Association of Ontario
gaitken@ecao.org

Andrew Reistetter

Elevator Employer Bargaining Agency
c/o National Elevator & Escalator Association
andrew.reistetter@neea.ca

Noel Marsella

Glaziers Employer Bargaining Agency
c/o Architectural Glass and Metal Contractors Association
noel@agmca.ca

EMPLOYEE

David Gardner

Insulators Employee Bargaining Agency
c/o Insulators and Asbestos Workers Local 95
david.gardner@insulators95.com

Kevin Bryenton

Ironworkers Employee Bargaining Agency
c/o Ironworkers District Council of Ontario
odciw@bellnet.ca

Jack Oliveira

Labourers Employee Bargaining Agency
c/o LIUNA Ontario Provincial District Council
joliveira@liunaopdc.org

Ed Spence

Millwright Employee Bargaining Agency
c/o Millwright Regional Council of Ontario
espenca@millwrightont.com

Mike Gallagher

Operating Engineers Employee Bargaining Agency
c/o Operating Engineers Local 793
executive@iuoelocal793.org

EMPLOYER

Charlie Stuckey

Insulators Employer Bargaining Agency
c/o Master Insulators' Association of Ontario
charlie.stuckey@miaontario.org

Jack Mesley

Ironworkers Employer Bargaining Agency
c/o Ontario Erectors Association
jack@ontarioerectors.com

Tony Fanelli

Labourers Employer Bargaining Agency
c/o Construction Labour Relations Association of Ontario
tfanelli@clrao.ca

Patricia Penney-Rouzes

Millwright Employer Bargaining Agency
c/o Association of Millwrighting Contractors of Ontario
ppenney-rouzes@amcontario.ca

Tony Fanelli

Operating Engineers Employer Bargaining Agency
c/o Construction Labour Relations Association of Ontario
tfanelli@clrao.ca

EMPLOYEE

Bruno Mandic

Painters Employee Bargaining Agency
c/o Int'l Union of Painters & Allied Trades Ontario Council
bmandic@dc46.iupat.org

Richard Corcoran

Plasterers Employee Bargaining Agency
c/o OPCMIA Local 124
local124@idirect.com

James Hogarth

Plumber/Pipefitter Employee Bargaining Agency
c/o Ontario Pipe Trades Council
hogarth@optc.org

Jack Oliveira

Pre-Cast Employee Bargaining Agency
c/o LIUNA Ontario Provincial District Council
joliveira@liunaopdc.org

Andrew Tarr

Refrigeration Employee Bargaining Agency
c/o Refrigeration Workers UA Local 787
andrew@ualocal787.org

EMPLOYER

Andrew Sefton

Painters Employer Bargaining Agency
c/o Ontario Painting Contractors Association
andrew.sefton@opcatrusted.ca

Tony Fanelli

Plasterers Employer Bargaining Agency
c/o Construction Labour Relations Association of Ontario
tfanelli@clrao.ca

Steve Coleman

Plumber/Pipefitter Employer Bargaining Agency
c/o Mechanical Contractors Association of Ontario
stevemca@live.ca

A.V. Bombini

Pre-Cast Employer Bargaining Agency
c/o Ontario Precast Manufacturers Association
tony@tri-krete.com

Paul Wrigley

Refrigeration Employer Bargaining Agency
c/o Ontario Refrigeration & Air Conditioning Contractors Assoc.
pwrigley@orac.ca

EMPLOYEE

Kevin Bryenton

Rodworkers Employee Bargaining Agency
c/o Ironworkers District Council of Ontario
odciw@bellnet.ca

Mike Mahon

Roofers Employee Bargaining Agency
c/o Ontario Sheet Metal Workers' & Roofers' Conference
mike@osmwrc.com

Mike Mahon

Sheet Metal Employee Bargaining Agency
c/o Ontario Sheet Metal Workers' & Roofers' Conference
mike@osmwrc.com

Dale Hawrychuk

Sprinkler Fitters Employee Bargaining Agency
c/o Sprinkler Fitters UA Local 853
dhawrychuk@ualocal853.org

Tony Mollica

Steeplejack Employee Bargaining Agency
c/o OPCMIA Local 598
tonymollica@local598.ca

EMPLOYER

Jeff Murray

Rodworkers Employer Bargaining Agency
c/o Reinforced Steel Institute of Ontario
jmurray@stringerllp.com

Don Marks

Roofers Employer Bargaining Agency
c/o Ontario Industrial Roofing Contractors' Association
oirca@ontarioroofing.com

Darryl Stewart

Sheet Metal Workers Employer Bargaining Agency
c/o Ontario Sheet Metal Contractors Association
dstewart@osmca.org

John Galt

Sprinkler Fitters Employer Bargaining Agency
c/o Canadian Automatic Sprinkler Association
jgalt@casa-firesprinkler.org

Sam Triglia

Steeplejack Employer Bargaining Agency
c/o Steeplejack and Masonry Restoration Contractors Assoc.
sam@cliffordrestoration.com

EMPLOYEE

Gary Kitchen

Teamsters Employee Bargaining Agency
c/o Teamsters Construction Council of Ontario
gkitchen@teamsters.ca

Tony DiMaria

Tile & Terrazzo Employee Bargaining Agency
c/o Brick and Allied Craft Union of Canada
tdimaria@bacu.ca

EMPLOYER

John Pilat

Teamsters Employer Bargaining Agency
c/o Sarnia Construction Association
sca@bellnet.ca

David St. Louis

Tile & Terrazzo Employer Bargaining Agency
c/o Terrazzo, Tile & Marble Guild of Ontario
david@ttmgo.org

HOLD THE DATE

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MARCH 2, 2023

**Construction Labour
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SPRING AND FALL 2023

**Annual General Meeting
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OCTOBER 2023

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

NOTES

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180 ATTWELL DR., SUITE 360, TORONTO, ON M9W 6A9

info@iciconstruction.com	T.416.620.5210	TF.1.888.878.8868
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