

**20
24**

OCS YEAR IN REVIEW





President's Message	2
Strategic Plan 2024-2027	3
Research That Matters	4
Collaborate: Strengthen the Network	8
Communications: Knowledge To Build On	12
Unionized ICI Industry Gives Back	16
Photo Gallery	18
OCS Staff	25
Board of Directors	26
Employee/Employer Bargaining Agents	28
Upcoming Events	35

JODI TRAVERS

As I conclude my second year as President of the OCS Board of Directors, I'm pleased to reflect on the substantial progress we've made together.

Earlier this year, the Board, in collaboration with OCS staff, developed a comprehensive Strategic Plan to guide the Ontario Construction Secretariat through 2027. This plan outlines our vision, mission, core values, standards of excellence, and our legislated mandate.

Moving forward, the OCS remains steadfast in its commitment to fostering strong labour-management relationships, advancing industry knowledge, and promoting the unique advantages of the building trade unions and their contractor partners.

To ensure our research remains impactful, we're developing a 3-year research plan under the guidance of an industry-representative advisory committee. We'll continue to share valuable research and insights to enhance industry capacity and knowledge.

We encourage everyone in our industry to actively participate in our research initiatives. By sharing your knowledge and insights, you'll help ensure that our work remains relevant and impactful. As a tripartite organization funded by the industry, OCS is uniquely positioned to tackle challenging research projects.

In addition, we'll continue to strengthen industry relationships through events like *Connections & Cocktails* and educational initiatives such as the *Fundamentals of Construction Labour Relations Course*.

I extend my sincere gratitude to our members, partners, and stakeholders for their unwavering support and participation. Thank you for your continued commitment to the Ontario Construction Secretariat. I look forward to another year of collaboration, achievement, and progress together.



STRATEGIC PLAN 2024 -2027



Vision

Contractors partnered with building trade unions are the preferred choice for industrial, commercial and institutional construction.



Standards of Excellence

As a joint labour-management organization, the OCS is uniquely positioned to address industry issues and foster strong partnerships resulting in innovative solutions to enhance the competitive position of Ontario's unionized ICI construction industry. OCS research initiatives adhere to the following:

- Research ethics standards and best practices
- Clearly articulated research goals and methodologies
- Unbiased and data-driven research
- Focused on outcomes



Values

- Integrity
- Credibility
- Communication
- Collaboration
- Partnership
- Knowledge



Mission

Inspire industry leaders to work as partners to strengthen labour-management relationships, build industry knowledge and awareness, and promote the building trade union advantage.



Strategic Pillars



Research That Matters



**Collaborate:
Strengthen The Network**



**Communications:
Knowledge To Build On**



**A Best-in-Class Association:
Effective Governance**

RESEARCH THAT MATTERS

Over the past 30 years, OCS has met industry needs by providing thoughtful and unbiased insights about Ontario's construction industry. This is achieved through regular Economic Bulletins, Collective Bargaining Resources, an online library of ICI sector Collective Agreements, a member database of various ICI sector wage details, the annual State of the Industry & Outlook Conference, and in-depth research on topics exploring and documenting the union advantage.

We look forward to your continued engagement with our Research agenda as we work to implement the 2024-2027 OCS Strategic Plan and deliver on our mandate to undertake Research That Matters and ensure all stakeholders are aware and benefit from this work.

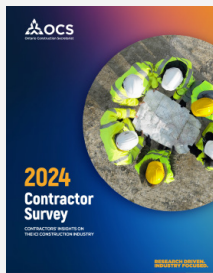
New Project Highlight - Market Intelligence

In early 2024, the OCS Board of Directors approved a new research initiative that will fill a gap in our understanding of the ICI construction sector, its various

market segments and the share of work carried out by unionized contractors and their labour partners. OCS has engaged Prism Economics and Analysis to develop a model that will allow us to assess and monitor union market share at the trade, regional and market segment level. Through collaboration with our labour and management partners, this market intelligence will provide valuable insights into Ontario's construction market. Work is well underway, and we expect to start sharing preliminary results and findings in the near future.

This initiative is not just about defining a single or even multiple market share numbers. Through this work, we want to be able to identify opportunities and vulnerabilities to equip stakeholders with the knowledge they need to adapt, be nimble and grow. This market intelligence can be a key component in enhancing union market share and building a strong unionized construction industry in Ontario.

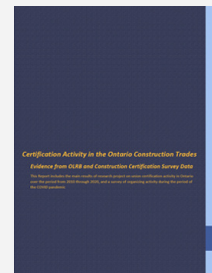
2024 PUBLISHED REPORTS



Contractor Survey



**Project Labour Agreements in Ontario:
An Assessment of 25 Years of
Negotiating Under the OLRA**



**Certification Activity in the Ontario
Construction Trades: Evidence from OLRB
and Construction Certification Survey Data**

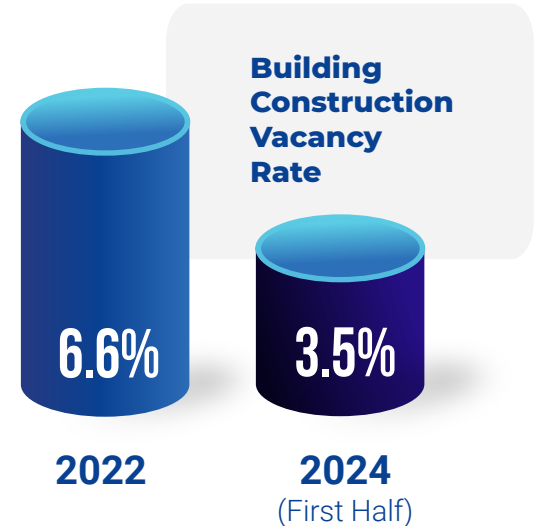


**2022 ICI Sector Post-Bargaining
Survey Final Report**

Economic Bulletin Highlights

Construction Labour Market

Employment in Ontario's construction industry soared over the last few years as the economy bounced back from the pandemic and investment in non-residential construction continued to climb. In 2023, the annual average employment peaked at an astounding 596,000 workers. As we entered 2024, labour market conditions started to moderate. As the economy cooled in the wake of interest rate hikes, employment came off record highs and unemployment rates have been edging upwards. Furthermore, the construction sector has seen the building construction job vacancy rate drop from 6.6% in 2022 to an average of 3.5% in the second half of 2024.



Collective Bargaining 2025-2028

It's hard to believe another round of collective bargaining is upon us. The OCS is actively preparing to ensure you have the information you need for fulsome and productive conversations at the bargaining table. Be sure to bookmark the OCS Members' Site which will be your one-stop-shop for economic and construction market trends and outlooks. You will also find all 25 ICI sector collective agreements on site and be able to easily compare hourly rates and total package wage data from 2007-2024.

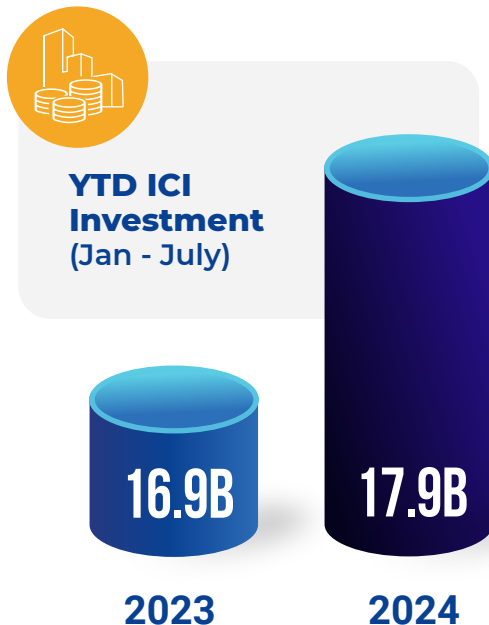


Scan this code to visit
the OCS Members' Site

Sign Up Today!

ICI Sector Investment

Investment (an indicator of current construction activity) was relatively steady throughout 2023. In 2024, the commercial sector started to show signs of slowing down. Year-to-date commercial investment dropped to \$8.64B, down -5.4% versus the same period in 2023. The slowdown in commercial sector coincides with consumers tightening their budgets in the face of a slower economy, high interest, and high household debt. Industrial and institutional sector investment are showing greater strength in the 2024, up 16% and 24% respectively over the same period (January-July) last year. Institutional sector investment in particular set a few new records along the way.



Inflation

After peaking at 6.8% in 2022, Ontario's inflation rate is now virtually at the 2% target of the Bank of Canada. The biggest contributors to inflation continue to come from rent and mortgage interest.

As for raw material and industrial product price inflation, lumber and other wood products prices have moderated to smaller year-over-year decreases after experiencing wild upward swings during the pandemic and significant drops throughout 2023. Energy and petroleum product inflation changed course, ending the 13-month streak of negative inflation (volatility which was also reflected in the consumer price index), before dropping 12.5% year over year in July. Fabricated metal products and construction materials and plastic and rubber products experienced small annual declines in late 2023 and early 2024 (typically around 1-2%).

"After peaking at 6.8% in 2022, Ontario's inflation rate is now virtually at the 2% target of the Bank of Canada."



Outlook for 2025 and Beyond

According to an average of forecasts (RBC, BMO, Scotiabank, National Bank of Canada, and Conference Board of Canada), GDP is expected to grow by a meagre 1% in 2024 and rise to 1.8% in 2025 as the Bank of Canada gradually cuts interest rates and economic activity picks up. Inflation on the other hand, looks to pencil in 2.5% in 2024 before falling to 2.0% in 2025.

Non-residential investment is expected to keep growing over the next 5 years according to the current forecast scenario from BuildForce Canada. Commercial investment is expected to grow from \$7.1B in 2024 to about \$8.5B in 2029; industrial building investment is projected to remain around the \$4.9B mark; institutional investment is anticipated to rise from \$8.3B to roughly \$10.4B.

The already strong demand for construction workers will be further bolstered by increased investment as interest rate cuts spur economic recovery. According to projections by BuildForce, the construction labour force is expected to reach over 688,000 by 2029, with over 342,000 in non-residential construction alone. Given anticipated retirements and enhanced demand, Ontario is projected to have a recruitment gap of approximately 35,500 workers. Consequently, further efforts will be needed to ensure supply keeps pace.



30
Bulletins
released



Open Rate

48%



Click Rate

8%

October 1, 2023 – October 1, 2024



COLLABORATE:

Strengthen the Network

This strategic pillar focuses on fostering strong connections between labour and management stakeholders by hosting engaging events and initiatives. Through these gatherings, we create opportunities for dialogue, relationship-building, and mutual understanding. By bringing together industry professionals in a collaborative environment, we aim to strengthen partnerships, promote open communication, and support a unified approach to addressing shared challenges and goals. Whether through networking events, education, or roundtable discussions, this pillar is dedicated to enhancing industry cohesion and collaboration.

Annual General Meeting 2023

The 30th Annual General Meeting (AGM) and Conference took place on October 4 and 5, 2023, at the JW Marriott in Muskoka. Nearly 100 stakeholders from the unionized industrial, commercial, and institutional construction industry gathered for this annual event. Attendees had the opportunity to hear from engaging speakers, learn about the latest plans and projects from OCS, and celebrate the organization's 30th anniversary. Beyond the formal proceedings of the AGM, the conference also delved into a range of issues vital to Ontario's unionized ICI construction industry.

Setting the tone of the event, Bill Carr, actor and humorist, and known for his work on CBC, keynoted the event with his unique blend of humor offering our audience a fresh perspective on *how to achieve sincere and deep dialogue on a level that really matters*.

A rigorous panel discussion, with labour and management leaders in the unionized ICI construction industry, followed the opening keynote, and addressed building a vibrant unionized construction industry. This facilitated discussion heard insights and viewpoints with Graeme Aitken, Executive Director, ECAO, Kevin Bryenton, Executive Director of Canadian Affairs,

Ironworkers International, Paul Daly, former Western Canada Regional Manager/Director of Innovation, CRC, and Margaret Taylor, Executive Director, OADC.

Prior to the formal business of the AGM, George Gritziotis, Executive Lead of the Ontario Tripartite Labour Resource Council provided an overview of their *Demand Supply Forecasting Model*.

Our audience then had the chance to learn about Level UP! from Scott Ravary, Manager with the Ontario Ministry of Labour, Immigration, Training, and Skills Development, and Melissa Young, CEO and Registrar at Skilled Trades Ontario. They offered an insightful overview of this initiative which consists of a series of engaging, multi-day career fairs designed to give students in grades 7 to 12 the opportunity to explore Ontario's 140+ trades.

Gorgeous weather and the backdrop of Lake Rousseau during October's changing leaves was a highlight. Lots of opportunities to network and mingle were provided with the cocktail reception, dinner, and a casino night with fabulous prizes.



2024 State of the Industry & Outlook Conference

The 24th Annual State of the Industry and Outlook Conference took place on March 7, 2024, at The International Centre in Mississauga, Ontario. The event brought together 263 stakeholders from the unionized ICI construction industry to discuss the industry's direction for 2024. Robert Kavcic, Senior Economist at BMO, opened the event with an economic update focusing on key indicators for the ICI sector. Katherine Jacobs, Director of Research at OCS, shared insights from the Contractor Survey. Michael Lindsay, President and CEO of Infrastructure Ontario, provided an update on major projects in the province. Additionally, Christian Correa and Ryan Martineau from EllisDon presented on the construction of the Thunder Bay Correctional Complex, highlighting the innovative approaches used in the project.

Capping off the event, Nik Nanos, Chief Data Scientist and Founder of Nanos Research engaged the audience with a provocative speech on Artificial Intelligence and How it is Remaking our World. Nik paid special attention to AI threats and opportunities within the construction sector and its alignment with housing, demographic changes, and the political interests of the middle class.

This event attracted 82 first-time attendees, 9 sponsors (\$16,500), and a total increase in attendance from the previous year of 14%.



263

Total Attendees

96% of survey respondents will return again.

92% of survey respondents will recommend to a colleague/friend/client.

2024 CONFERENCE SPONSORS



FIRE +
LIFE
SAFETY



Fundamentals of Construction Labour Relations Course

The OCS launched its Fundamentals of Construction Labour Relations Course in 2023 and offered two sessions in 2024. This in-person course, held over three working days, provided a foundational understanding of positive labour relations practices in Ontario's unionized ICI construction sector.

The course was developed in consultation with knowledgeable and experienced construction industry professionals. It provides a practical, hands-on experience that participants can take back to their day-to-day professional life to enhance relationships and create a positive labour relations environment in Ontario's construction industry.

Participants engaged with industry experts and their labour and management colleagues as they explored labour regulations, the historical context that created our current labour relations regime and delved into topics such as jurisdictional disputes, negotiations and the duty to accommodate.

Upon completion, participants received a McMaster University Continuing Education Certificate of Attendance and points towards accreditation by Canadian Construction Association's Gold Seal Program.

We believe that in addition to building knowledge, this course helps build stronger relationships as participants engage with each other by discussing and sharing real-life experiences and we are looking forward to continuing to offer the course through 2025.



"Cole has been great, very knowledgeable with lots of relevant experience. He somehow managed to let everyone express their story and experience, but still kept us on schedule. I thoroughly enjoyed the whole course."

- Matt O'Brien, Spring 2024 attendee

"This course should be mandatory under Local Union bylaws to be a local union Business Agent or Representative in the building trades. Best course I have had in over 15 years in the industry."

- John Graham, Spring 2024 attendee

"This was a fantastically useful and encompassing course. I truly felt I learned a lot."

- Anonymous attendee

Connections & Cocktails

The Connections & Cocktails summer social event at Woodbine Racetrack on August 8 was crafted as an opportunity for stakeholders to gather, connect, and enjoy a lively atmosphere with great company, delicious food, and refreshing cocktails. Held in the newly appointed Turf Lounge, the event attracted over 120 industry stakeholders who enjoyed an exciting evening of live horse racing from a private viewing area.

Attendees indulged in a variety of cocktails and culinary delights and had the chance to win several raffle prizes. The event provided a fantastic networking opportunity, allowing stakeholders to reconnect with old contacts and forge new connections.



COMMUNICATIONS:

Knowledge to Build On

Reliable and accurate communication is crucial for keeping people connected and fostering a sense of community in the workplace. The OCS is dedicated to expanding its engagement and influence while upholding its professional reputation as a trustworthy source of industry news and research.

OCS is committed to enhancing EBA capacity and knowledge by sharing research and best practices, with an increased emphasis on knowledge transfer as outlined in the new strategic plan. By promoting clear and impactful communication, OCS aims to engage with a diverse audience and provide valuable insights to government partners and public policymakers, informing them about industry developments relevant to contractors and their building trade partners.

COMMUNICATION PRODUCTS

- **Advertising Partnerships**
- **Breaking News Bulletins**
- **Economic Bulletins**
- **Media Outreach**
- **Social Media**
- **Stay Connected**



Media Outreach

OCS has collaborated with Enterprise Canada, a national strategic communications firm, to enhance the visibility and reach of its work. This partnership has enabled OCS to develop an impressive media outreach portfolio. Media outlets have shown a strong interest in featuring OCS research, interviewing senior staff members, and sharing content produced in-house.

5 MEDIUMS



BREAKDOWN OF MEDIA COVERAGE:

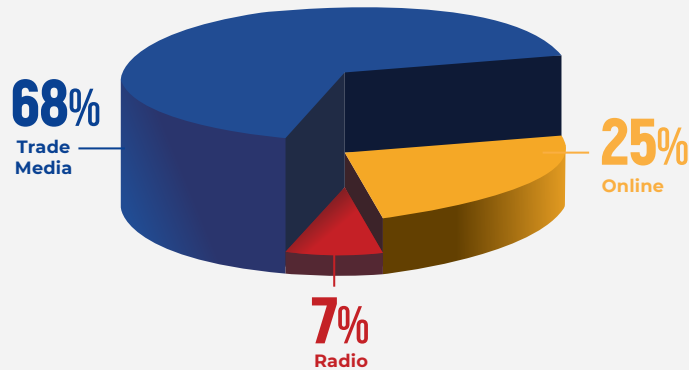
A breakdown of media coverage for the OCS's annual contractor survey, tracking coverage in March 2024



OCS WAS FEATURED IN THE FOLLOWING:

- BayToday.ca
- Building.ca
- Canadian Occupational Safety
- Construction Links
- Daily Commercial News
- Electrical Business Magazine
- Electrical Industry News Week
- Glass Canada
- Link2Build Ontario
- Northern Ontario Business
- Ontario Construction News
- On-Site Magazine
- ReNew Canada

MENTIONS BY PLATFORM



Stay Connected

The OCS publishes a weekly e-newsletter, Stay Connected, to keep stakeholders informed about industry news, government activities, events, and other relevant articles and initiatives. Sent to approximately 1,400 recipients each week, Stay Connected boasts an average open rate of 42% over the past year.

STAY CONNECTED YEARLY SNAPSHOT

75,890



Sent to
approximately
1,400 constituents
each week

27,634



Total Opens

Open
Rate **42%**
Industry average **40%**

4,760



Total Clicks

Click
Rate **7%**
Industry average **3%**

October 1, 2023 - October 1, 2024



Not subscribed to Stay Connected?
Scan the QR Code to sign up.



Social Media Spotlight

The OCS has maintained consistent growth across several social media platforms over the course of the past year. Each platform serves as a crucial medium in which the OCS can share its own work as well as highlight content being created by other stakeholders.



1,529



Followers

98



Posts

5.8%

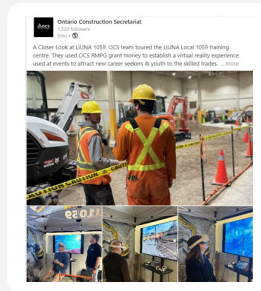


Post Engagement
Rate

AUGUST 30, 2023 - AUGUST 30, 2024

TOP LINKEDIN POST

"A Closer Look at LiUNA 1059:
OCS team toured the LiUNA Local
1059 training centre..."



2,241



Followers

152



Posts

5.0%



Post Engagement
Rate

AUGUST 30, 2023 - AUGUST 30, 2024

TOP POST

"The Connections & Cocktails event
is in full swing at Woodbine Racetrack!...
everyone is networking and placing
their bets...#ConnectionsAndCocktails



425



Followers

45



Posts

5.3%

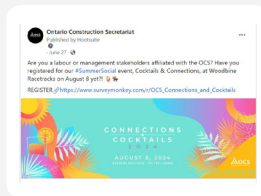


Post Engagement
Rate

AUGUST 30, 2023 - AUGUST 30, 2024

TOP FACEBOOK POST

"Have you registered for our
#SummerSocial event, Connections
& Cocktails at Woodbine
Racetracks on August 8 yet?"



415



Followers

11



Posts

N/A

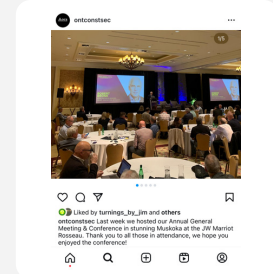


Post Engagement
Rate

AUGUST 30, 2023 - AUGUST 30, 2024

TOP INSTAGRAM POST

"Last week we hosted our Annual
General Meeting & Conference in
stunning Muskoka at the JW Marriot
Rosseau. Thank you to all in attendance."



UNIONIZED ICI INDUSTRY GIVES BACK

Our labour and management stakeholders do more than just construct buildings; they build futures and step up for their communities.

Each year, our industry is committed to enhancing lives through a wide range of philanthropic activities, donating millions in cash, building materials, supplies, and labour to charities both locally and nationally. From fundraising events and food drives to holiday gift collections, scholarships, donations, and volunteering, we are deeply dedicated to giving back. The OCS actively monitors these contributions, recognizing their essential role in making a difference, impacting communities, and supporting those in need.

Help the OCS Promote the Industry's Charitable Efforts

We are proud to spotlight the collective philanthropy efforts of our labour and management stakeholders. But we need your help. 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 continues to build a database of the unionized construction industry's charitable contributions, and we want to hear from you.

Scan the QR code to fill in a quick survey letting us know what events your organization hosts.



Build a Dream
Good Shepard Ministries
Shelter Movers **Threads of Life** De Novo Treatment Centre
Canadian Mental Health Association **YWCA** **Terry Fox Foundation**
Luso Canadian Charitable Society **MITO Canada** **Shine Foundation**
Easter Seals Juvenile Diabetes Research Foundation **Pride at Work**
Lions Foundation of Canada **Dog Guides** **Heart and Stroke Foundation**
MS Society of Canada **Sick Kids Hospital** **St. Andrew's Dew Drop Inn**
Princess Margaret Cancer Foundation **Toronto Azzurri Soccer Club**
G-Mc's Homies with Extra Chromies **Maryvale Children's**
Mental Health **Prostate Cancer** **Harmony in Action**
KidsAbility Centre for Child Development
Ottawa Food Bank **Liberty for Youth**
Jake's House **Feed Ontario**
Plus various other
local charities

Where we help:

Community Development,
 Education, Health, Home and
 Food Security, Holiday Support,
 Environment and Sustainability



2024 PHOTO GALLERY













2024 OUR TEAM



OCS STAFF



**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/
Executive Assistant to CEO

416.620.5210 X221
gcipriani@iconstruction.com



**Linette
DeGraaf**

Event and Engagement Lead

416.620.5210 X226
ldegraaf@iconstruction.com



**Vanessa
Ferguson**

Maternity Leave
Communications and
Engagement Lead
416.620.5210 X246
vferguson@iconstruction.com



**Aidan
Jacobs**

Communications and
Engagement Lead
416.620.5210 X241
aidanj@iconstruction.com

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

Paul Daly

c/o Ontario Construction Secretariat

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

David Gardner

Heat and Frost Insulators Local 95

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

James Hogarth

c/o Ontario Construction Secretariat

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

Cosmo Mannella

LiUNA Ontario Provincial
District Council

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

Dave Turple

International Union of Operating Engineers

2245 Speers Rd.
Oakville, ON L6L 6X8
Tel: 416-315-0444
dturple@iuoelocal793.org

MANAGEMENT REPRESENTATIVES

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

190 Attwell Drive, Suite 350
Toronto, ON M9W 6H8
Tel: 416-695-4114
donmarks@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

Patricia Penney-Rouzes

Association of Millwrighting
Contractors of Ontario

71 Fifth Avenue, Unit 10
Orangeville, ON L9W 1G3
Tel: 905-793-1190
ppenney-rouzes@amcontario.ca

Jeff Spitzig

Mechanical Contractors
Association of Ontario

5250 Solar Drive, Suite 201
Mississauga, ON L4W 0G4
Tel: 905-629-0344
jeff@mcao.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

Brian Barron

Ministry of Labour, Immigration,
Training and Skills Development

505 University Ave, 19th Floor
Toronto, ON M7A 1T7
Tel: 289-775-7729
brian.barron@ontario.ca

Darren Gluckman

Ministry of Labour, Immigration,
Training and Skills Development

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

Mary Incognito

Ministry of Labour, Immigration,
Training and Skills Development

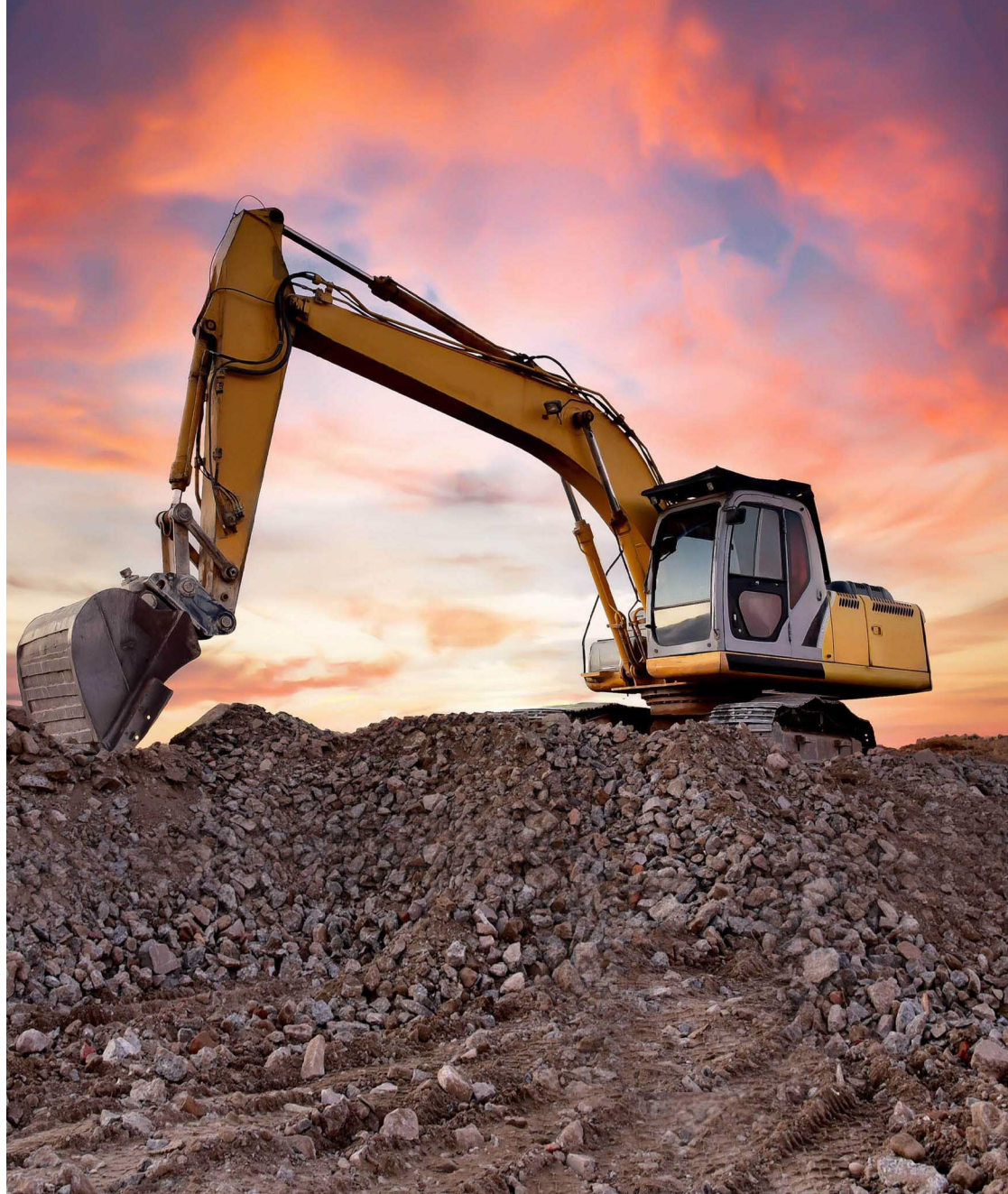
400 University Avenue, 14th Floor
Toronto, ON M7A 1T7
Tel: 647-376-8131
mary.incognito@ontario.ca

Sandra Shime

Ministry of Labour, Immigration,
Training and Skills Development

400 University Avenue, 8th Floor
Toronto, ON M7A 1T7
Tel: 416-399-7696
sandra.shime@ontario.ca

EMPLOYEE/ EMPLOYER BARGAINING AGENTS



EMPLOYEE

Arnie Stadnick

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

Stirling Munn

Boilermaker Employee Bargaining Agency
c/o International Brotherhood of Boilermakers, Local 128
smunn@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

Tom Cardinal

Carpenters Employee Bargaining Agency
c/o Carpenters Regional Council
tcardinal@ubcja.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 Brave

Elevator Employee Bargaining Agency
c/o Int'l Union of Elevator Constructors Local 90
bnbrave@iuec90.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 Heat and Frost Insulators Local 95
david.gardner@insulators95.com

James Hannah

Ironworkers Employee Bargaining Agency
c/o Ironworkers District Council of Ontario
jhannah@iwinl.org

Jack Oliveira

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

Mark Beardsworth

Millwright Employee Bargaining Agency
c/o Millwright Regional Council of Ontario
mbeardsworth@ubcmillwrights.ca

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

Brad Hill

Plumber/Pipefitter Employee Bargaining Agency
c/o Ontario Pipe Trades Council
bhill@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

David St. Louis

Painters Employer Bargaining Agency
c/o Ontario Painting Contractors Association
david.st.louis@opcatrusted.ca

Tony Fanelli

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

Jeff Spitzig

Plumber/Pipefitter Employer Bargaining Agency
c/o Mechanical Contractors Association of Ontario
jeff@mcao.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

James Hannah

Rodworkers Employee Bargaining Agency
c/o Ironworkers District Council of Ontario
jhannah@iwintl.org

Mark Hall

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

Mark Hall

Sheet Metal Employee Bargaining Agency
c/o Ontario Sheet Metal Workers' & Roofers' Conference
markh@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
jmurray@stringerllp.com

Tony Morganelli

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

Daniel Beck

Sprinkler Fitters Employer Bargaining Agency
c/o Canadian Automatic Sprinkler Association
dbeck@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



UPCOMING EVENTS

Fundamentals of Construction Labour Relations Course

NOVEMBER 18-20, 2024 (FULL)

APRIL 22-24, 2025

NOVEMBER 17-19, 2025

DENZELL MEETING SOLUTIONS, TORONTO

State of the Industry and Outlook Conference

MARCH 6, 2025

THE INTERNATIONAL CENTRE, MISSISSAUGA

Annual General Meeting & Conference

SEPTEMBER 29 - OCTOBER 1, 2025

WESTIN TRILLIUM HOUSE, BLUE MOUNTAIN



For more information, scan
the QR code to visit the
events page on our website



