

2018

YEAR IN
REVIEW



Council
of Ontario
Construction
Associations

BUILDING

SUPPORTING THE SUCCESS OF ONTARIO'S CONSTRUCTION INDUSTRY

OUR FUTURE TOGETHER



The Council of Ontario Construction Associations (COCA) is a federation of construction associations, the largest and most representative group of Industrial, Commercial Institutional (ICI) and heavy civil construction employers in the province. We bring the concerns of our members to the attention of Queen's Park and are committed to working with the government to ensure that Ontario's legislative landscape is one in which our industry can grow and prosper.

THE BENEFITS OF MEMBERSHIP

COCA was created in 1995 at the behest of former Premier Bill Davis to act as a single voice for the ICI and heavy civil sectors of the construction industry in dealings with Queen's Park. In 1985, the growing organization had its own staff and mandate and offices and in the same year the name was changed to The Council of Ontario Construction Associations. More than 40 years after its inception, COCA can look back on very significant achievements for the construction industry. The following are a few key benefits experienced by becoming a member of COCA.



GOVERNMENT RELATIONS

You have a powerful conduit to directly influence decisions that impact the construction industry in Ontario. On your behalf COCA builds and fosters influence and relationships with decision makers.



EXCHANGE OF IDEAS

You have a forum to exchange information, ideas and best practices on construction industry issues in Ontario. This enables you to inform and protect your members and to provide leadership for your association.



KEY INFORMATION

You receive easy to understand, timely, relevant, credible, leading edge information that is contextualized for the construction industry. This means you are always on top of the issues and their impact on the industry.



A STRONG VOICE

Our Federation is a strong voice for Ontario's construction industry. COCA provides you with the resources, credibility, relationships and expertise to increase the influence of your organization.

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CHAIRS REPORT

2018 HAS BEEN A YEAR OF CHANGE – IT HAS BEEN EXCITING, EVENTFUL AND REWARDING FOR COCA AND ALL ITS MEMBERS.

After decades of lobbying and position papers from, COCA, we are finally seeing Construction Act legislation starting to roll out. The new act introduces a prompt payment mechanism and a dispute resolution process that will see contractors paid on time for work performed. This process has been widely accepted, and the Federal Government has approached Bruce Reynolds and Sharon Vogel to craft similar legislation federally.

The past spring saw a provincial election with lots of drama as Doug Ford became the leader of the PC Party and led them to victory over the Andrea Horvath led NDP. The new Government has been quick to undo several pieces of legislation enacted by the previous government.

The Ford government repealed Bill 148 and replaced it with Bill 47, the Making Ontario Open for Business Act. The new act will reverse many of the changes to Ontario's labour and employment laws created by the unpopular Bill 148. The new Act will be less onerous on our industry, addressing many of the concerns that COCA brought to the government's attention.

Bill 47 also legislated a winddown of the Ontario College of Trades and the promise of new legislation for apprenticeship and skilled trades. COCA was quick to respond and made to a submission to the government regarding COCA's

view on modernizing the skilled trades and apprenticeship program.

COCA continued to work with our members and the WSIB to ensure the needs of workers and employers are met fairly. In 2018, WSIB announced that the unfunded liability had been retired and that new rates for construction have been significantly reduced for 2019.

COCA's work in 2018 would not be possible without members who served on our committees and have helped to shape many of the positive changes for our industry. I want to thank those who volunteered their time and effort.

COCA will continue to build upon our successes. In 2019 COCA will be busy ensuring the Construction Act continues to be implemented in the best interests of our membership.

We will be following and participating in the formation of the new apprenticeship program.

We have also taken on the challenge of submitting an opinion for a Supreme Court of Canada challenge for A1 Asphalt.

We will also be following the implementation of the new WSIB Rate system and ensuring it meets the needs of our membership.



Steve Dietrich
Chair

Any organization like COCA only succeeds with the participation of its members. The more people that participate, lightens the load for all. If there is an area mentioned above that sparks some interest for you, please consider joining the committee working on those items. If you see an area that is not listed above and you feel we should be looking at, please bring it to the board for consideration.

COCA is blessed to have a very hard working and efficient staff in Ian and Martin. Just think if we all pitched in just a little bit more how much COCA could achieve. Let's all do a little bit more.

Thank you all for your continued support.

Wishing you all a prosperous 2019.

Steve

OUR VOICE IS GROWING ALONG WITH OUR MEMBERSHIP

While we have always received compliments on previous editions of our “Year in Review” publications, we felt the format was getting a little tired and was overdue for a facelift, and we wanted a presentation that better reflects the COCA of today. So, in keeping with the management adage “if it ain’t broke, fix it anyway” we have modernized the design and layout of our “2018 Year in Review”.

You may also have noticed the subtle changes to our COCA logo which likewise gives our organization a more contemporary look.

The updating of the style and layout of this publication is but one way in which COCA, in 2018, demonstrated its ability to adapt to changing times, to be fast, fluid and flexible, and to address sudden and unexpected circumstances.

Events

This was particularly true in the scheduling and management of our events in the past year.

That said, our first major event of the year went off without a hitch. That was our AGM held at Woodbine Racetrack in February.

Highlights of the AGM included a presentation from Charles Bird and Melanie Paradis of Earnscliffe Strategy Group on the upcoming PC leadership contest and Ontario General Election and an update on the status of the Ontario College of Trades from Registrar & CEO George Gritziotis.

A record number of awards were presented at the AGM. Ted Dreyer of Madorin Snyder LLP received COCA’s highest honour, the Cliff Bulmer Award for Government Relations and Special Achievement Hard Hats were awarded to the

Attorney General Yasir Naqvi, the Speaker of the Legislative Assembly of Ontario Dave Levac, OCoT Chair and COCA Past Chair Don Gosen and COCA’s Immediate Past Chair Gary van Bolderen. The long-time Chair of the construction industry’s Section 21 Committee, Jim Lafontaine, J.S. Bidal of the WSIB and Attorney General Naqvi’s Chief of Staff, Delia Greco, were recognized with Industry Ally Awards. Others recognized for their exemplary service were Dan Lancia, Sandra Skivsky, Adam Pinder and Margaret Taylor.



BILL 47

Making Ontario Open for Business Act 2018

Bill 47 brought many changes for our industry – the repeal of Bill 148 and the end of the Ontario College of Trades. COCA will ensure that members are well oriented with the new Bill as well as leading the charge on the development of a modern and effective skilled trades and apprenticeship program.



“ COCA IS A SMALL AND NIMBLE ORGANIZATION, WELL POSITIONED TO ADAPT QUICKLY AS THE CHANGING TIMES REQUIRE AND TO MEET THE UNEXPECTED ISSUES AND CHALLENGES THAT WASH OVER THE TRANSOM. ”

Ian Cunningham
President

The timing of Ontario's general election derailed plans for our regular Welcome to Construction Season Reception at Queen's Park, normally scheduled in early June, so we scheduled our Chief Operating Officers (COO) and Board of Directors meetings again at Woodbine Racetrack.

The meetings were to be followed by a networking dinner in The Jockey Club and a night at the races. However, about halfway through the day's proceedings, Woodbine suffered an unexpected power outage and we were without lights and air conditioning. We were able to complete our business in a warm, stuffy and rather dim meeting room but there was to be no Jockey Club dinner and no horse races. Alternate dinner arrangements were quickly made at a nearby restaurant and directors enjoyed a very pleasant networking reception and dinner.

Along with the election of a new action oriented PC government came a somewhat uncertain legislative calendar that caused the cancellation of our annual Construction Day at Queen's Park, normally scheduled for late September. At the last minute, arrangements were made for COO and Board of Directors meetings at the Marriott Hotel at Rogers Centre followed by the full skybox experience with the Jays triumphant over the Astros.

We were back at Woodbine for the December COO and Board of Directors meetings which were held without

incident or inconvenience and which featured the full Christmas Luncheon.

In the absence of Queen's Park events in 2018, we made sure that every one of our regular COO and Board of Directors meeting was more educational, informative and enjoyable than ever before. COO meetings featured expert presentations about combatting suicide and addictions in the construction industry, human resources management for associations, risk management for associations, increasing your association's exposure in the DCN, top 10 membership trends for associations and cannabis in the workplace. Board meeting keynoters included: the Province's Chief Prevention Officer, Ron Kelusky; the President & CEO of the WSIB, Tom Teahan; the President of CMD Canada, Mark Casaletto, giving his construction industry outlook; and a presentation about features that should be included in Ontario's next skilled trades and apprenticeship system.

The Annual Construction Associations Curling Bonspiel has become one of the highlights of the COCA calendar each year. The 2018'spiel was superbly hosted by Harold Lindstrom of the Construction Association of Thunder Bay and held at the Port Arthur Curling Club. The warm and friendly Lakehead hospitality more than made up for the wintery northern weather and an outstanding time was enjoyed by all participants.

Membership Engagement

Ensuring member engagement is critically important to every association and none more so than COCA. During 2018, personal visits were made to 17 of our 30 member associations and several were visited multiple times. Personal visits are the very best way to get the true pulse of the membership.

We also engage our membership through our regular communications channels which include our monthly electronic newsletter, our monthly government relations report, semi-annual activity reports to the membership and through this annual Year in Review publication. This strategy has served us well in demonstrating the value we deliver and creating a community and a sense of belonging around COCA.

Membership Development

I am pleased to report membership growth once again in 2018. We were pleased to welcome the Ontario Structural Steel Fabricators Association (OSSFA) to our federation of construction associations during the year. This brings our total number of "regular" members to 30 associations.

Also important to note with regard to membership, that a new, fair and equitable membership fee framework was developed in 2018 which was implemented for the 2018-19 membership year to be reviewed annually

Governance

There were significant changes to the composition of our governance structure in 2018 as we said good bye to a number of individuals who had given long service to COCA and welcomed some fresh and energetic newcomers. Gary van Bolderen (CFBA) moved on from the role of Chair to assume Past Chair responsibilities, succeeding Don Gosen (GVCA). This marked the end of more than a decade of service to COCA for Don.

Steve Dietrich (LDCA) assumed the role of Chair, Ted Dreyer (GVCA), Roger Hubbard (RSIC) and Dan Lancia (FCAO) took on the duties of Vice Chairs and Romeo Milano (TCA) became Treasurer taking over from Jim DiNovo (HHCA) who stepped off the Board. Ron Johnson (ISCA), Margaret Taylor (OADC) Harold Lindstrom (CATB) and Denis Shank (NOCA) were appointed to round out our Executive Committee.

Both John Mollenhauer and Martha George stepped off the Executive Committee after many years of service to make way for Denis and Margaret.

We also welcomed newcomers to the Board of Directors: Noel Marsella of the Architectural Glass and Metal Contractors Association, Mike Leach from the Canadian Farm Builders Association; Mike Fox from the Canadian Institute of Steel Construction, Ryan Kneisz of the Hamilton Halton Construction Association, Carol Danis of the Niagara Construction Association, Jack Mesley of the Ontario Erectors Association, Darryl Stewart of the Ontario Sheet Metal Contractors Association, and Leo Brower of the Peterborough Construction Association. This new group worked extremely well together and I am grateful for the excellent strategic leadership and governance oversight they provided on behalf of our membership.

Operations

On the operations side of our business, kudos to our General Manager, Martin Benson, for keeping the COCA ship on a steady keel, even as unexpected forces sometimes rocked the boat or tried to push us off course. Suffice it to say, thanks to Martin's professional skills, 2018 was a very successful year by every measure.

Conclusion

COCA is a small and nimble organization, well positioned to adapt quickly as the changing times require and to meet the unexpected issues and challenges that wash over the transom. We believe we are well set up to serve the needs of our membership effectively.

EXECUTIVE COMMITTEE



Chair of the Board
Steve Dietrich
AGF -Rebar Inc.
London District Construction Association



Past Chair
Gary van Bolderen
Dutch Masters Construction Services Ltd.
Canadian Farm Builders Association



Vice Chair
Ted Dryer
Madorin, Snyder LLP
Grand Valley Construction Association



Vice Chair
Roger Hubbard
AMJ Enterprises Ltd.
Reinforcing Steel Institute of Canada



Vice Chair
Dan Lancia
Holaco Installations
Electrical Contractors Association of Ontario



Treasurer
Romeo Milano
Safetech Environmental Limited
Toronto Construction Association



Director
Ron Johnson
Interior Systems Contractors Association



Director
Harold Lindstrom
Construction Association of Thunder Bay



Director
Denis Shank
Northeastern Ontario
Construction Association



Director
Margaret Taylor
Ontario Association of
Demolition Contractors

BOARD OF DIRECTORS



Standing (l-r): Harold Lindstrom, Conastruction Association of Thunder Bay; Matthew Todd, Windsor Construction Association; Denis Shank, Northeastern Ontario Construction Association; Leo Brouwer, Peterborough Construction Association; Ian Cunningham, COCA; Namby Vithiananthan, Utility Contractors Association of Ontario; Gary van Bolderen, Canadian Farm Builders Association; Paul Gunning, Acoustical Association of Ontario; Scott Garrett, Barrie Construction Association; Mike Leach, Canadian Farm Builders Association; Darryl Stewart, Ontario Sheet Metal Metal Contractors Association; Carol Danis, Niagara Construction Association.

Front row (l-r): Ted Dreyer, Grand Valley Construction Association; Patricia Penney-Rouzes, Association of Millwrighting Contractors of Ontario; Romeo Milano, Toronto Construction Association; Steve Dietrich, London and District Construction Association; Margaret Taylor, Ontario Demolition Contractors Association; Dan Lancia, Electrical Contractors Association of Ontario.

Not pictured: Mike Fox, Canadian Institute of Steel Construction (Ontario Region); Ryan Kneisz, Hamilton-Halton Construction Association; Ron Johnson, Interior Systems Contractors Association; Jack Mesley, Ontario Erectors Association; Don Marks, Ontario Industrial Roofing Contractors Association; Sandra Skivsky, Ontario Masonry Contractors Association; Gord Rados, Ontario Structural Steel Fabricators Association; Roger Hubbard, Reinforcing Steel Institute of Canada; Andrew Pilat, Sarnia Construction Association; Adam Pinder, Sault Ste. Marie Construction Association.

COCA 2018 BOARD OF DIRECTORS

Paul Gunning
Acoustical Association of Ontario

Patricia Penney-Rouzes
Association of Millwrighting
Contractors of Ontario

Scott Garrett
Barrie Construction Association

Mike Leach
Steelway Building Systems
Canadian Farm Builders Association

Mike Fox
Canadian Institute of Steel
Construction – Ontario Region

Harold Lindstrom
Construction Association of Thunder Bay

Dan Lancia
Holaco Installations Ltd.
Electrical Contractors Association of Ontario

Ted Dryer
Madorin, Snyder LLP
Grand Valley Construction Association

Ryan Kneisz
G.S. Wark Construction
Hamilton-Halton Construction Association

Ron Johnson
Interior Systems Contractors
Association of Ontario

Steve Dietrich
AGF -Rebar Inc.
London District Construction Association

Carol Danis
Niagara Construction Association

Margaret Taylor
Ontario Association of Demolition Contractors

Jack Mesley
Ontario Erectors Association

Don Marks
Ontario Industrial Roofing
Contractors Association

Sandra Skivsky
Ontario Masonry Contractors' Association

Darryl Stewart
Ontario Sheet Metal
Contractors Association

Gord Rados
Ontario Structural Steel Fabricators
Association

Leo Brouwer
Peterborough Construction Association

Roger Hubbard
AMJ Enterprises Ltd.
Reinforcing Steel Institute of Canada

Andrew Pilat
Sarnia Construction Association

Adam Pinder
Sault Ste. Marie Construction Association

Denis Shank
Northeastern Ontario
Construction Association

Romeo Milano
Safetech Environmental Limited
Toronto Construction Association

Namby Vithiananthan
Con-Elco Ltd.
Utility Contractors Association of Ontario

Matthew Todd
Windsor Construction Association

COMMITTEES

WSIB/OH&S Committee



Chair

Paul Gunning

Acoustical Association of Ontario

MANDATE

The WSIB/OH&S Committee is mandated to review public policy issues relating to the Workplace Safety & Insurance Board (WSIB) and occupational health and safety that impact upon the construction industry.

The committee identifies those issues that are of greatest importance to the membership and conducts research and develops positions, recommendations and alternatives for approval by the Board of Directors.

Construction Lien Act Taskforce



Chair

Ted Dryer

Madorin, Snyder LLP and Grand Valley Construction Association

MANDATE

The Construction Lien Act Taskforce is charged with ensuring that the Construction Act is implemented as intended and to support the passing of federal prompt payment legislations.

College of Trades Taskforce



Chair

Denis Shank

Northeastern Ontario Construction Association

MANDATE

The College of Trades Taskforce is mandated to monitor the decisions and activities of the Ontario College of Trades, to communicate with the COCA membership to solicit opinions and to disseminate reliable information about the College.

The committee will regularly review the approved position paper on the College and make recommendations for amendments to the Board of Directors.

Chief Operating Officers Committee



Chair

Harold Lindstrom

Construction Association of Thunder Bay

MANDATE

The Chief Operating Officers Committee was created as part of COCA's Strategic Plan in 2003 with a mandate to provide a forum for the exchange of information and discussion of common opportunities and challenges amongst the Chief Operating Officers of member associations.

PARTNERSHIP AND COLLABORATION

Advocacy and Industry outreach are the cornerstones of COCA's mandate. COCA brings the concerns of our members to the attention of Queen's Park and is committed to working with the government to ensure that Ontario's legislative landscape is one in which our industry can thrive, and the province can prosper.

Partnership and collaboration are integral components of COCA's government relations strategy. We recognize that only in very rare circumstances will we win the day working on our own. We understand that we must work with other stakeholders in construction and in other industries to influence the direction of public policy. COCA participates in a variety of coalitions, partnerships and committees to further the interests of our members and the construction industry. In 2018 COCA was actively engaged with no less than 15 coalitions, industry and employer associations and committees that meet on a regular basis to address issues that affect the construction industry. These include:

- Canadian Construction Association
- Provincial Labour-Management Health & Safety Committee (OHSA Section 21 committee for construction)

- Construction Legislative Review Committee (CLRC)
- Prevention Employers Partnership
- College of Trades and Appointments Council and Classification Roster
- Ontario Business Coalition
- WSIB Chair's Industry Advisory Committee
- WSIB Chair's Construction Industry Advisory Committee
- Prompt Payment Ontario
- Daily Commercial News by Construct Connect Editorial Advisory Board
- Institute for Work & Health's Knowledge Exchange
- Ontario Construction Users Council
- BuildForce Canada's Ontario Labour Market Information Committee
- Council on Experiential Learning (an advisory committee to the Minister of Education)
- Skills Ontario

BY THE NUMBERS



50 meetings with
Industry groups
and Associations



22 meetings with
MPP's and
Ministry staff



19 WSIB related
Meetings

Construction Act

COCA's most significant achievement in 2017 was the introduction and passage of Bill 142, Construction Lien Amendment Act. In 2018, led by COCA's Construction Lien Act Taskforce, capably chaired by Ted Dreyer of Madorin Snyder LLP, COCA remained committed to ensuring the Act's implementation.

- In March 2018, COCA made a submission to the Attorney General providing feedback on draft regulations under the new Construction Act.
- In June, COCA's Construction Lien Act Taskforce Chair, Ted Dreyer, working with Michelle Grundy at the GVCA and with advice from Sandra Skivsky of the OMCA and Glenn Ackerley of Weir Foulds LLP, developed a slide deck with voice over that provides contractors with all the information they need about the new Construction Act.
- In September COCA President Ian Cunningham met with Attorney General Caroline Mulroney's Senior Policy Advisor to discuss the importance of moving forward with the payment regime and the dispute resolution system in the new Ontario Construction Act, scheduled to come into force in October 2019.
- In November COCA President Ian Cunningham met again with the Senior Policy Advisor in the Office of the Attorney General of Ontario regarding the new Construction Act and was assured that the government is working towards a successful introduction of the dispute resolution system and the prompt payment scheme on October 1, 2019.
- In November Ian Cunningham discussed the implementation of the dispute resolution system and the payment regime with the Assistant Deputy

Minister in the Ministry of the Attorney General responsible for this initiative.

- In December, COCA met with the Attorney General's Senior Policy advisor to press for implementation of the new Construction Act as scheduled. COCA was told that that the new government believes the new Construction Act is a solid piece of legislation and does not intend to alter it or delay implementation.
- The government's Fall Economic Statement Bill, Bill 57, made some minor amendments to the new Construction Act. COCA responded to these amendments with a Submission to the Committee on Finance and Economic Affairs.

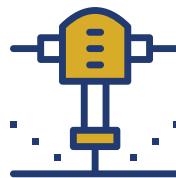
Federal Prompt Payment

COCA continues to support all initiatives that pursue a fair and prompt payment regime for federal government construction projects.

- In June COCA met with Bruce Reynolds and Sharon Vogel at the offices of Singleton Reynolds LLP to provide advice about a payment scheme and dispute resolution process for federal government construction contracts pursuant to their engagement with the Federal government. COCA's advice was that the Federal program should mirror as much as possible the one put in place in Ontario through Bill 142.
- In August, Bruce Reynolds and Sharon Vogel delivered their report regarding prompt payment for federal government construction projects to the Federal government. They recommended that the Federal government pass legislation that is very similar to the Ontario prompt payment legislation. COCA submitted comments to the Federal Minister of Public Services and Procurement supporting the Reynolds Vogel report and Federal Prompt Payment Legislation.

16

Health and safety meetings



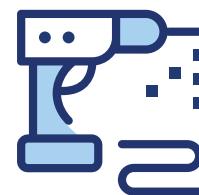
20

Skills Development and Apprenticeship meetings



12

OCoT related meetings



10

Submissions

WSIB

COCA works with our members and the Workplace Safety and Insurance Board (WSIB) to ensure Ontario's compensation scheme is highly efficient and serves the needs of the workers and employers effectively, gets injured workers back to health and back to work in a timely way, offers competitive premium rates and provides best in class service excellence.



Ian Cunningham & Steve Dietrich with WSIB President Tom Teahan

- In January, COCA's WSIB and OHS Committee considered the WSIB's draft policies in support of the new Rate Framework. The WSIB convened several meetings to address and refine the draft policies. The Office of the Employer Adviser made two comprehensive submissions that addressed the ambiguous and open-ended nature of some of the policies and the unfairness of others. COCA endorsed the submissions which had been made by the Office of the Employer Adviser. The policies were eventually finalized with significant improvements in line with those submissions.
- COCA has been involved in ongoing discussions with senior officials at the WSIB in the development of the WSIB's Health & Safety Excellence Program (HSEP), a continuum of 40 learning elements designed to help employers who voluntarily participate in order to improve their performance from a minimum compliance level of health and safety management to excellence. Those discussions included the role of Safety Groups in the new HSEP.
- WSIB President, Tom Teahan attended COCA's September 25th board meeting and provided COCA's Directors with an update on the recent successes of the provincial compensation agency. Mr. Teahan also

provided highlights of the WSIB AGM, which had taken place earlier the same day, which included the announcement of the elimination of the unfunded liability and rate reductions for all construction rate groups for 2019.

- Throughout 2018, COCA President Ian Cunningham actively participated in regular meetings of the WSIB Chair's Construction Advisory Committee and Industry Advisory Committee to address issues relating to the launch of the new Rate Framework in January 2020.

Health and Safety

COCA works with our members and the government to make improvements to the province's workplace health and safety system with the goal of reducing workplace fatalities, injuries and illnesses.



Paul Gunning and Chief Prevention Officer Ron Kelusky

- In April, COCA met with Ron Kelusky, Ontario's new Chief Prevention Officer and provided an introduction to the construction industry. Items discussed included:
 - > the status of Dean Report's recommendations;
 - > what's next for the Construction Health and Safety Action Plan;
 - > the status of Accreditation;
 - > the status of mandatory entry level training for construction;
 - > the integrated provincial health and safety strategy version 2.0;
 - > the use of root cause analysis to identify common causes of incidents;
 - > strengthening the health and safety curriculum in elementary school to embed safety in the minds of young people.

- In October COCA President Ian Cunningham participated in the Ministry of Labour's Safe at Work Ontario consultation for the construction industry to provide advice to inform the development of the Ministry's 2019 construction program.
- At COCA's December board meeting, Ron Kelusky provided an update on the activities and priorities of the Prevention Office.

Accreditation

The development of an Accreditation Standard to recognize companies that use health and safety management systems to achieve outstanding health and safety performance has been a "work in progress" in the Ministry of Labour's Prevention Office for about two years. The introduction of the standard seemed imminent before the June 7th election. However, June 7th saw a change in government in Ontario and Accreditation was put on hold. Indications are that the Accreditation standard may be introduced early in 2019.

Bill 148

Bill 148 Fair Workplaces, Better Jobs Act, 2017 amended the Employment Standards Act introducing significant changes to the employment laws in this Province. Because of the unique nature of construction project work, COCA believed that the construction industry should have been exempted from the Bill 148 amendments. To further this position, COCA joined with other industry stakeholders to advance this position with the Government and to seek changes.



Ian Cunningham with MPP Jill Dunlop

- In January COCA President Ian Cunningham met with officials in the Office of the Minister of Labour seeking

relief for the construction industry from personal emergency leave and the scheduling provisions of Bill 148.

- In March, COCA made a joint submission with Construction Employers Coordinating Council of Ontario (CECCO) and Electrical Power Systems Construction Association (EPSCA) to the Minister of Labour regarding the Fair Workplaces, Better Jobs Act.
- In July, following the general election, the above submission was re-submitted to the new Minister of Labour.
- COCA met with the new Minister of Labour, Laurie Scott in September to seek an exemption for the construction industry from the personal emergency leave and scheduling provisions of the Bill 148 amendments to the Employment Standards Act.
- The new government's Bill 47 Making Ontario Open for Business Act 2018 significantly repealed or amended the Bill 148 amendments to the Employment Standards Act and COCA won the relief it was seeking.

Ontario College of Trades

COCA has never taken a position either in support of or opposed to the Ontario College of Trades (OCoT). COCA's role has always been to serve as a watchdog over the activities of OCoT and to keep our members well informed through regular communication.

Many individuals associated with COCA, however, chose to be part of the OCoT governance system, to have some influence on the change and to make the province's skilled trades and apprenticeship system among the best in the world.

- In March COCA met with OCoT leadership to discuss various issues surrounding the College.
- In April, COCA was well represented at OCoT's inaugural Employers Roundtable.
- In May, COCA members participated in a labour and management stakeholder meeting at OCoT to discuss a new process to determine journeyperson to apprentice ratios for trades that have ratios.
- On August 17th Ian Cunningham met with OCoT Registrar & CEO George Gritziotis to discuss a wide range of matters relating to the self-regulating body for the trades.
- On September 12th COCA met with the Director of Policy and a Policy Assistant in the Office of the Minister of Training Colleges and Universities, Merrilee Fullerton, to provide advice with regard to Ontario's skilled trades and apprenticeship system and the Ontario College of Trades.

- In September COCA President Ian Cunningham met with MPP Jill Dunlop to discuss the province's skilled trades and apprenticeship system and a range of issues relating to the Ontario College of Trades.
- In September, COCA was again well represented at OCoT's second Employers Roundtable. Among the issues discussed were the shortage of skilled trades and improving the functioning of the skilled trades and apprenticeship system.
- On November 1st Ron Johnson and Ian Cunningham met with the Senior Policy Advisor in the Office of the Minister of Training Colleges and Universities to discuss the future of Ontario's skilled trades and apprenticeship system.
- The passing of Bill 47, Making Ontario Open for Business Act, 2018 on November 21st was the beginning of the end of the Ontario College of Trades and our new government embarked on a process to develop a new skilled trades and apprenticeship system to replace the Ontario College of Trades.
- At COCA's December Board of Directors meeting, following a presentation about a new skilled trades and apprenticeship system, there were lengthy and detailed discussions.
- COCA's College of Trades Task Force met by teleconference in mid-December to develop a submission to the Minister of Training, Colleges and Universities regarding the new modern and effective skilled trades and apprenticeship system to replace the Ontario College of Trades and the submission was made.

Bankruptcy and Insolvency Act Reform

Through the Canadian Construction Association, COCA has pursued reform of the federal Bankruptcy and Insolvency Act, seeking fair treatment for trade contractors owed monies by a general contractor who has become insolvent.

We were successful in persuading the Canadian Construction Association to place this issue on the agenda for their annual conference in March 2018 where it was thoroughly discussed. And we were also successful in convincing our national federation to make this issue one of the three key matters addressed in the 100 meetings with MPs and senior government officials held during their construction industry lobby day on Parliament Hill.

At its meeting in December, COCA's board of directors allocated \$20,000 to engage legal counsel to seek intervenor status in the expected appeal to the Supreme Court of Canada of an Ontario Court of Appeal decision in a case called Royal Bank of Canada v A1 Asphalt Maintenance Ltd. COCA will seek additional financial support for this initiative from other construction associations across the country if the decision of the Ontario Court of Appeal is appealed to the Supreme Court of Canada as expected. A favourable decision by the Supreme Court of Canada is a more expedient way to achieve a solution than the long and drawn out process of pursuing a legislative change.

MEMBER ENGAGEMENT

MEMBER ENGAGEMENT IS VITAL TO THE CONTINUING SUCCESS OF COCA. COCA ENGAGES MEMBERS IN A VARIETY OF WAYS:

- COCA's monthly Newsletters and member-only Government Relations Reports provide members with relevant, timely and credible industry information. Unlike other newsletters that are either partially or fully sourced from published industry news, COCA news articles are written in-house.
- Board meetings provide members with an opportunity to exchange information, ideas and to form policy that benefits not only members but the construction industry as a whole.
- COCA's Chief Operating Officers Committee provides members with an opportunity to exchange knowledge, best practices, develop solutions to common problems and to build relevant industry contacts. COO meetings also provide professional development on common business challenges.
- COCA provides members with highlights of both the provincial and federal budgets, highlighting impacts on the construction industry, economy and small business.
- COCA recognizes the contributions of members and industry stakeholders with our annual awards.

Membership Growth

Together we are stronger. In 2018, our federation grew by one with the addition of the Ontario Structural Steel Fabricators Association (OSSFA). COCA welcomes OSSFA's voice

to our policy decisions and advocacy efforts.

Speakers at COCA Events

Annual General Meeting

- Charles Bird and Stella Ambler from Earnscliffe "Ontario General Election 2018 Forecast"
- Chris McNally, Chair of the CCA "CCA Update"

Board Meetings

- George Gritziotis, Registrar & CEO Ontario College of Trades "Building a Modern Skilled Trades and Apprenticeship System"
- Tom Teahen, President and CEO, WSIB "WSIB Update"
- Mark Casaletto, President CMD Canada "Ontario Construction Forecast"
- Ron Kelusky, Chief Prevention Officer, Ministry of Labour "Prevention Office Update"
- Don Gosen, Chair OCoT "After OCoT"

Chief Operating Officers Meetings

- Paul Radkowski from the Life Recovery Program "Combating Suicide and Addictions in the Construction Industry"
- Tom Gorsky, Sherrard Kuzz, (COCA Associate Member) LLP "General HR issues"
- Jennifer Falagario and Stephen Rocchi, HUB International Ontario Limited, "Risk Management."
- Ron Guest, TwoGrey Suits (COCA Associate Member) "HR conversations."
- Lindsey Cole and Vince Versace, DCN by Construct Connect "What's New at the Daily Commercial News"
- Jack Shand, The Portage Group Inc., "Association Trends"
- Matthew Badrov and Jeffrey Stewart, Sherrard Kuzz (COCA Associate Member) LLP "Cannabis in the Workplace."



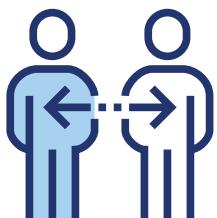
COCANuts Team at 2018 Construction Bonspiel in Thunder Bay

BY THE NUMBERS



COCA Published
12
Newsletters

COCA attended
50
member functions
and events



COCA Published
11
members only Government
Relations Reports

COCA

published
for members,
Provincial
& Federal
Budget
Highlights

COCA held

4

Chief Operating
Officer Committee
meeting



COCA

published for members,
a provincial budget
package that listed all
the candidates as
well as a comparison
of the Party platforms



COCA held

4

Board of
Director Meetings

COCA
held

1

member
networking
event at a
Blue Jays
game



COCA held

1

Annual General
Meeting and
Awards Lunch

ANNUAL GENERAL MEETING

Over 60 members and guests attended the 2018 COCA Annual General Meeting which was held Thursday, February 22nd, 2018 at Woodbine Racetrack.

Guest speakers Charles Bird and Melanie Paradis of Earnscliffe Strategy Group provided an informative and well-received update on the upcoming Provincial Election. Charles and Melanie provided a political overview, a party-by-party analysis, a look at the policy issues. Particular attention was paid to the PC Leadership race and how each candidate might fair as Leader of the Party.

Chris McNally, Chair of the Canadian Construction Association, brought greetings from the CCA and provided an update on the CCA's policy initiatives.

The success of COCA is the result of the important contributions of numerous volunteers from our member associations. The election of COCA's Executive Committee was another highlight and members elected for 2018/19 are as follows:

Chair of the Board Steve Dietrich AGF-Rebar Inc. London District Construction Association	Vice Chair Roger Hubbard AMJ Enterprises Ltd. Reinforcing Steel Institute of Canada	Director Ron Johnson Interior Systems Contractors Association of Ontario	Director Margaret Taylor Ontario Association of Demolition Contractors
Past Chair Gary van Bolderen Dutch Masters Construction Services Ltd. Canadian Farm Builders Association	Vice Chair Dan Lancia Holaco Installations Electrical Contractors Association of Ontario	Director Denis Shank Northeastern Ontario Construction Association	Director (COO Appointee) Harold Lindstrom Construction Association of Thunder Bay
Vice Chair Ted Dreyer Madorin, Snyder LLP Grand Valley Construction Association	Treasurer Romeo Milano Safetech Environmental Limited Toronto Construction Association		



Blair Hubber, Jim DiNovo and Darryl Stewart.



Denis Shank, Romeo Milano, Albert Salvatore and Harold Lindstrom.



J.S. Bidal of WSIB with Ian Howcroft of Skills Ontario.



CCA Chair Chris McNally.



Romeo Milano and Harold Lindstrom.



Karin Sheldrik, Denis Shank and Patricia Penney-Rouzes.



Ian Cunningham with Melanie Paradis and Charles Bird of Earnscliffe.



Margaret Taylor, Gary van Bolderen and Sandra Skivsky.



Harold Lindstrom, Denis Shank, Romeo Milano and Martha George.



Sandra Skivsky, Martha George and Patricia Penney-Rouzes.



Former COCA Chair Jim Coates and Gary van Bolderen.



Jim DiNovo and Darryl Stewart.



OCOT Registrar George Gritziotis, Mike Carter and Don Gosen.



Martha George and George Gritziotis.

HONOURING OUR MEMBERS

On Thursday, February 22nd, the Council of Ontario Constructors Associations held its Annual General Meeting, Member's Luncheon and Awards Presentation at Woodbine Racetrack.

The Bulmer Award

The Cliff Bulmer Award is presented to an individual who has made an outstanding contribution in furthering the relationship between the construction industry and the Ontario Government. It is COCA's very highest honour.

The Bulmer Award was presented to Ted Dreyer. Ted has chaired COCA's Construction Lien Act Committee for several years and spearheaded COCA's advocacy that led to Bill 142 and the new Ontario Construction Act. Ted is a two time winner of the Bulmer Award.



Chair's Award



Dan Lancia



Sandra Skivsky



Glenn Ackerley

Hard Hat Awards

Last year we introduced a special new award, The COCA Construction Hard Hat Special Achievement Award. It's awarded to an individual or individuals who do something truly remarkable to advance the interests of the construction industry. The awards are works of art in the form of personalized construction hard hats created by reputed Canadian artist David Arrigo. David is best known for the masks he has customized and decorated for numerous NHL goalies.



The Honourable General Yasir Naqvi, Attorney General of Ontario.

COCA has been lobbying for Construction Lien Act reform for 25 Years and for Prompt Payment Legislation since 2011. Over that period, there have been many Attorneys General. Only Minister Naqvi got it done, and in so doing he started a prompt payment movement across Canada. This award recognizes Minister Naqvi's tremendous leadership on a file that's so important to the construction industry.



The Honourable David Levac, the Speaker of the Ontario Legislature.

Speaker Levac has been a long-time friend, advisor and supporter of COCA since his days as a back-bench member when introduced the very first prompt payment Private Members Bill, Bill 211 on June 1, 2011.



Don Gosen

Don Gosen provided outstanding leadership to COCA as Chair from 2012 to 2015. Prior to that he served as Chair of the GVCA and as Chair of the Ontario Electrical League. Today he provides that same steadfast leadership to the Ontario College of Trades. This award recognizes Don's long service to COCA and the industry.



Gary van Bolderen

Gary has just completed his term as COCA's chair. During his term, Gary has been a dedicated and passionate advocate for not only COCA but the construction industry in general. Gary has been a difference maker for COCA.

Award Recipients

President's Award



Adam Pinder of the Sault Ste. Marie Construction Association



Margaret Taylor of the Ontario Association of Demolition Contractors

Industry Ally Award



Jim Lafontaine who served as the truly outstanding Management Co-Chair of the Provincial Labour Management Health and Safety Committee for more than twenty years.



J.S. Bidal who in his roles as Executive Director Strategic Revenue Policy and Executive Director of the Funding Modernization Office at the WSIB was an invaluable resource to COCA regarding the WSIB's Rate Framework Modernization.

Anniversary Recognitions



- London & District Construction Association is celebrating 120 years,
- The Windsor Construction Association, 110 years,
- The Electrical Contractors Association, 70 years
- The Northeastern Ontario Construction Association, 70 years
- The Sarnia Construction Association, 70 years
- The Utility Contractors Association, 50 years

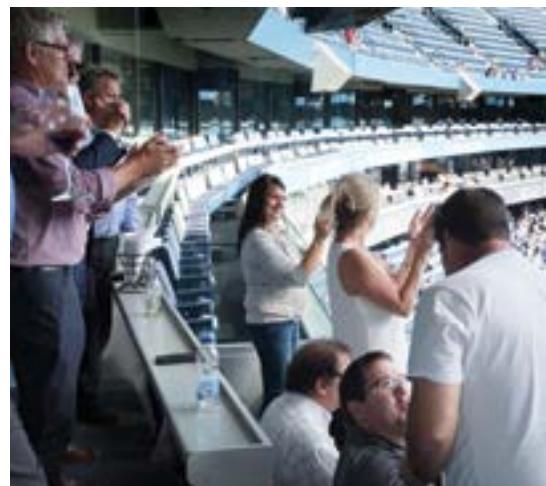
Board Service Recognitions



Albert Salvadore accepting for John Mollenhauer, Martha George, COCA Chair Gary van Bolderen, Jim DiNovo, Don Gosen and Jim Lyons.



In September, the COO and Board of Directors meetings were held at the Marriott Hotel at Rogers Centre followed by the full skybox experience with the Jays triumphant over the Astros.



THERE IS STRENGTH IN NUMBERS



The Acoustical Association of Ontario

The Acoustical Association Ontario (AAO) is an Employers' Association, which represents approximately fifty (50) unionized contractors engaged in interior finishing construction in the Industrial, Commercial and Institutional (ICI) sectors of the construction industry in Ontario. Specifically, AAO members perform drywall, acoustic, insulation and fireproofing work throughout the Province of Ontario, including such areas as Windsor, London, Cambridge, Kitchener, Waterloo, Niagara, Hamilton, Toronto, Oshawa, Kingston and Ottawa.

Address: 32 Vancho Crescent, Etobicoke, ON M9A 4Z2

Phone: 416.605.6417 | Fax: 416.246.1993

Website: www.aao-online.ca | Email: info@aao-online.ca



Architectural Glass & Metal Contractors Association

Founded in 1979, the Architectural Glass & Metal Contractors Association (AGMCA) is a non-profit organization, established to assist its members in maintaining high business standards and to offer a source of knowledge with respect to its members' day-to-day business environment.

AGMCA is the recognized bargaining agent representing glazing contractors in Ontario, who are signatory to Collective Agreements with the Ontario Council of the International Union of Painters and Allied Trades. To achieve what is expected of subcontractors today, owners, general contractors, and consultants have an increasing awareness of factors other than price. They turn to AGMCA members for benefits that include track records of performance, reliability, Workers' Compensation, a trained and stable work force, supervision, standards and ethics, awareness of changing technologies and numerous other factors.

Address: 619 Liverpool Road, Pickering, ON L1W 1R1

Phone: 905.420.7272 | Fax: 905.420.7288

Website: www.agmca.ca | Email: info@agmca.ca



Association of Millwrighting Contractors of Ontario Inc.

AMCO is a not for profit, voluntary association of unionized millwrighting contractors. AMCO was established in 1979 to further the aims and objectives of its members with particular reference to labour relations and related activities.

The Association's principal function is the designated Provincial Employer Bargaining Agency and as such, negotiates and administers the Provincial ICI Millwright Collective Agreement with the Millwright Regional Council of Ontario. Moreover, it provides members with Labour Relations counseling with particular reference to interpretation of the Collective Agreement. AMCO also provides a resource of general business information for its members.

Address: 50 Sunny Meadow Blvd, Suite 223, Brampton, ON L6R 0Y7

Phone: 905.793.1190 | Fax: 905.793.6616

Website: www.amcontario.ca | Email: info@amcontario.ca



Barrie Construction Association

OUR MISSION: To provide construction opportunities, solutions and relationships.

The Barrie Construction Association is dedicated to serving our city's construction industry. Serving approximately 400 members, our membership base is made up from all facets of non-residential construction and related businesses.

Originating in the early 1950's from the Barrie Bid Depository and Plans Room, the Barrie Construction Association was officially incorporated in 1991 and has become one of the city's leading resources for the construction industry.

Address: 200 Brock Street, Barrie, ON L4N 2M4

Phone: 705.726.5864 | Fax: 705.726.4649

Website: www.bcarieca.com | Email: alisonsmith@barrieica.com



Canadian Farm Builders Association

The Canadian Farm Builders Association was formed by a group of farm-building contractors who met on February 5, 1980 and saw a need for uniformity and quality standards in the farm-building industry. Through ongoing communication and educational opportunities, the CFBA works to provide members with current information regarding best practices, regulations, policies, and advisories.

CFBA stakeholders from the construction and agriculture sectors include; farm-builders, engineers, OMAFRA representatives, building officialsinspectors, and suppliers of related products and services. Today's farm buildings incorporate features for healthy livestock, production, energy conservation, and environmental protection.

Address: PO Box 24029 Bullfrog, Guelph, ON N1E 6V8

Phone: 519.824.0809 | Fax: 519.824.2477

Website: www.cfba.ca | Email: cfba@cfba.ca



Canadian Institute of Steel Construction (CISC) – Ontario Region

Founded in 1930, the Canadian Institute of Steel Construction (CISC) is Canada's voice for the steel construction industry. The CISC promotes dialogue, collaboration and commerce between industry stakeholders – advancing the benefits of steel to the consulting community, builders and buyers, academia and government. The CISC represents a diverse community of steel manufacturers, fabricators and constructors, engineers and architects, owners and developers, and educators and students, offering a wide range of products and services to enhance capabilities and grow businesses.

The Ontario Region of the CISC operates with a CISC Regional Manager and members of the CISC Ontario including a volunteer regional Chairman and Vice Chairman. We promote the steel industry in the province of Ontario through advocacy, government lobbying and marketing activities that are specific to the needs of our Ontario members and associates.

Address: 3760 14th Ave., Suite 200, Markham, ON L3R 3T7

Phone: 905.946.0864 | Fax: 905.946.8574

Website: www.cisc-icca.ca | Email: onregion@cisc-icca.ca



Construction Association of Thunder Bay

The Construction Association of Thunder Bay was founded as the Lakehead Builders Exchange in 1949 to foster and advance the interests of those who are directly or indirectly connected with or affected by construction in North-western Ontario. In 1969, The Lakehead Builders Exchange became the Construction Association of Thunder Bay.

On a day to day basis the Association operates a physical and electronic plans room, full blueprint and specification copying and scanning services, and disseminates information received from affiliated organizations.

On the labour relations front, the Association provides a library of local labour rates and collective agreements, along with providing labour relations services to the local General Contractors, Drywall Contractors, Masonry Contractors, Forming and Concrete Placing Contractors and Tiling Contractors.

Address: 857 North May Street, Thunder Bay, ON P7C 3S2

Phone: 802.622.9645 | Fax: 802.623.2296

Website: www.catb.on.ca | Email: information@catb.on.ca



Electrical Contractors Association of Ontario

The Electrical Contractors Association of Ontario represents approximately 1,000 unionized electrical contracting firms, the majority of whom are small to medium sized, family owned and operated businesses. The ECAO contractors employ 15,000 electricians, power line workers, communication workers, apprentices and support staff and generate in excess of \$3 billion worth of electrical, utility and communications work annually.

ECAO membership is distributed among eleven area ECAs covering the entire province. The area ECAs are our source of representation to internal committees, boards and external organizations such as COCA, providing geographically diverse and representative input to industry issues. ECAO is active on the both the COCA Board of Directors and Executive Governance committee.

Address: 10 Carlson Court, Ste. 702, Toronto, ON M9W 6L2

Phone: 416.675.3226 | Fax: 416.675.7736

Website: www.ecao.org | Email: ecao@ecao.org



Grand Valley Construction Association

The award-winning GVCA is the third largest mixed trade association in Ontario with more than 650 members, as well as being a leading force among construction associations in Canada. The geographic area covered by the Grand Valley Construction Association is virtual, however the typical user of our services includes industry stakeholders located in the counties of Brant, Dufferin, Grey, Wellington, the judicial district of Norfolk, Haldimand and the Region of Waterloo.

Centrally located in Cambridge Ontario, the GVCA provides the means for architects, engineers, developers and buyers of construction services to reach a qualified market of contractors, subs, suppliers and manufacturers. The GVCA is also a comprehensive one-stop source for contract documents, reference materials, safety training and business management courses.

Address: 25 Sheldon Drive, Cambridge, ON N1R 6R8

Phone: 519.622.4822 | Fax: 519.621.3289

Website: www.gvca.org | Email: mgeorge@gvca.org



Hamilton-Halton Construction Association

Established in 1920, the Hamilton-Halton Construction Association has been serving our local Industrial, Commercial and Institutional (ICI) construction firms for over 97 years. We are committed to helping our members build their businesses; providing resources, keeping them up to date on legislative changes, offering educational opportunities and a chance to network with their peers.

The HHCA operates an electronic plans-room, and is part of Ontario's Construction Association Network, BestBidz.

The HHCA provides a wide variety of educational opportunities including Gold Seal courses, health and safety training and professional development. The Regional Construction Safety Group (sponsored by the HHCA and funded by the WSIB) is also available to members looking to integrate health and safety into their management systems.

Address: 370 York Blvd., Suite 100, Hamilton, ON L8R 3L1

Phone: 905.522.5220 | Fax: 905.572.9166

Website: www.hhca.ca | Email: sue@hhca.ca



Interior Systems Contractors Association of Ontario

The Interior Systems Contractors Association of Ontario (ISCA) was incorporated on September 1, 1971. Originally it was incorporated as The Drywall Association of Ontario. In 1980 it was renamed the Interior Systems Contractors Association of Ontario and now represents over 90 contractors and 30 suppliers/manufacturers throughout the province who employ over 10,000 members of the International Union of Painters and Allied Trades and the United Brotherhood of Carpenters and Joiners of America.

In 1984 ISCA was issued a Certificate of Accreditation by the Ontario Labour Relations Board. This gave ISCA the right to negotiate with the United Brotherhood of Carpenters & Joiners of America, Drywall Acoustic Lathing & Insulation Local 675 in the Residential Sector. In 1987 ISCA was issued a Certificate of Accreditation by the Ontario Labour Relations Board to negotiate with the International Union of Painters & Allied Trades District 46, Local 1891 the Residential Sector.

Address: 60 Sharer Rd., Woodbridge, ON L4K 3C4

Phone: 416.746.4722 | Fax: 416.746.1522

Website: www.isca.ca | Email: info@isca.ca



London & District Construction Association

The London & District Construction Association (LDCA) brings together, in one organization, small, medium and large-sized general contractors, owners, trade contractors, manufacturers and suppliers of construction material and equipment, and other firms associated with the construction industry. The primary role of the association is to provide Leadership to all of our members through; Advocacy, Education, Innovation, and Support.

Located in London, Ontario, the LDCA serves the counties of Bruce, Elgin, Huron, Perth, Middlesex, and Oxford and promotes the growth of the construction industry in these areas.

The LDCA is governed by the members, elected officers and appointed representatives from all sections of the membership. The Association acts as a single voice to promote and campaign for the construction industry.

Address: 331 Aberdeen Drive, London, ON N5V 4S4

Phone: 519.453.5322

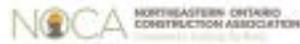
Website: www.ldca.on.ca | Email: info@ldca.on.ca



Niagara Construction Association

The Niagara Construction Association (NCA) is an NFP established to represent the interests of the ICI construction industry. Members are general and trade contractors, manufacturers, suppliers, architects, engineers and other professionals affiliated with the industry. Members automatically receive membership with the CCA and COCA. We keep on top of industry issues and advocate on our members' behalf. We also offer numerous safety and educational courses (including Gold Seal), seminars and workshops. Additional benefits include project leads, industry updates, events/networking, Young Leaders committee, Women in Construction committee and marketing opportunities.

Address: 34 Scott Street West , St. Catherines, ON L2R 1C9
Phone: 905.682.6661 | **Fax:** 905.688.5029
Website: www.niagaraconstruction.org
Email: karin@niagaraconstruction.org



Northeastern Ontario Construction Association

Like the buildings our members construct, the Northeastern Ontario Construction Association began with a solid foundation – the skills and experience of local contractors and trades people. NOCA promotes member interests and provides specialized services to help over 300 member companies compete and succeed in today's ever-changing construction industry.

With the help of COCA, the Northeastern Ontario Construction Association continually improves liaisons with local, provincial and federal government which in turn help to determine comprehensible construction laws for Northern Ontario contractors. Originally called Sudbury Construction Association, the name was officially changed on September 2, 2015, to the Northeastern Ontario Construction Association to properly reflect the vast area of membership that it represents.

Address: 257 Beatty Street, Sudbury, ON P3C 4G1
Phone: 705.673.5619 | **Fax:** 705.673.7910
Website: www.nocabuild.com | **Email:** denis@nocabuild.com



Ontario Association of Demolition Contractors

The Ontario Association of Demolition ("OADC"), formally known as the Metropolitan Toronto Demolition Contractors Association ("MTDCA"), was incorporated in June 2004. The name was changed to support the growing diversity of the membership. The OADC represent over 50 heavy, interior demolition and abatement contractors across Ontario. Our contractors employ approximately 1000 members of the Labourers' International Union of North America (LiUNA), under the Demolition Collective Agreement.

The primary duties of the OADC are to act as the bargaining agent for the members during negotiations with LiUNA, and to keep the membership informed and engaged surrounding issues that may impact their business. In addition, the OADC plays an active role in participation, along with the Council of Ontario Construction Associations (COCA), in lobbying the provincial government on behalf of the construction industry.

Address: 70 Leek Crescent, Richmond Hill, ON L4B 1H1
Phone: 289.485.1017 | **Fax:** 416.613.0227
Website: www.oadc.ca | **Email:** mtaylor@oadc.ca



Ontario Erectors Association

As a representative body, the Ontario Erectors Association is a voice for our community. We have a longstanding history of advocating for our members and promoting the benefits of employing unionized workers. We're a connector and facilitator, a negotiator and a proponent of linking clients with the best Ironworker talent available. We believe our workforce is deserving of being selected for projects ahead of any others.

More than just a bargaining agent, we devote our efforts to a range of responsibilities, which includes sitting on advisory boards, improving health and safety measures, working with the Ontario College of Trades and safeguarding pension interests. When disputes arise, we help to navigate and negotiate agreeable solutions, while we will always promote the employment of our union workers over non-union staff.

Address: 116 Hurontario Street, Suite 204, Collingwood, ON L9Y 2L8
Phone: 705.445.9415
Website: ontarioerectors.com | **Email:** jack@ontarioerectors.com



Ontario Industrial Roofing Contractors Association

Since 1964 the Ontario Industrial Roofing Contractors Association (OIRCA) has been the voice of the roofing industry in Ontario. The Association is a group of professional roofing contractors, roofing product suppliers, building science consultants and industry professionals. The mission of the organization is to assure, through accountability, excellence in roofing construction.

Member applicants must meet specific criteria and submit to a thorough evaluation that includes on site workmanship inspections as well as an independent safety audit. All members are subject to an annual performance audit to certify compliance with the Association's standards.

OIRCA provides the construction industry with a means to pre-qualify roofing contractors. By specifying an OIRCA member, the purchaser of roofing services is assured competent and competitive roofing practices.

Address: 940 The East Mall, Suite 301, Etobicoke, ON M9B 6J7
Phone: 416.695.4114 | Toll Free: 1 888.330IRCA | Fax: 416.695.9920
Website: www.ontarioroofing.com | Email: oirca@ontarioroofing.com



Ontario Masonry Contractors' Association

Since its inception in 1971, the Ontario Masonry Contractors' Association's (OMCA) mandate is to represent and support masonry contractors, in terms of labour relations, skills training, market promotion and technical resources.

OMCA's labour relations component is the designated employer bargaining agency for masonry contractors bound by the provincial collective agreement with Brick and Allied Craft Union of Canada and/or the Ontario Provincial Conference of the International Union of Bricklayers and Allied Craft Workers in the ICI sector of the Ontario construction industry.

OMCA is a strong financial supporter of the Ontario Masonry Training Centre which trains apprentices throughout Ontario, and the Canada Design Centre which is focused on improving the knowledge of masonry design and providing technical support to contractors and members of the design community.

Address: 360 Superior Blvd., Mississauga, ON L5T 2N7
Phone: 905.564.6622 | Fax: 905.564.5744
Website: www.canadamasonrycentre.com
Email: cmc@canadamasonrycentre.com



Ontario Painting Contractors Association

Since 1976, the Ontario Painting Contractors Association has fostered collaboration to achieve success in advocacy, education, industry standards and labour relations. The OPCA welcomes your interest and participation on all issues that impact the architectural and decorative paint and protective coating contractor. For further information, please contact Andrew Sefton at (416) 498-1897 or (800) 461-3630 or by email at andrew.sefton@opcatrusted.ca.

Address: 7611 Pine Valley Drive, Unit 10, Woodbridge, ON L4L 0A2
Phone: 416.498.1897 | Toll Free: 1 800.461.3630
Fax: 416.498.6757 | Website: ontariopainting.contractors
Email: andrew.sefton@opcatrusted.ca



Ontario Sheet Metal Contractors Association

Ontario Sheet Metal Contractors Association, usually referenced by the acronym 'OSM' is a provincial not-for-profit trade association representing its members in all national, provincial and corporate issues which directly affects its membership. OSM is the accredited employer bargaining agency responsible for the negotiation and administration of all provincial collective agreements between OSM, the Ontario Sheet Metal Workers' and Roofers' Conference and the Sheet Metal Workers International Association.

OSM has had a distinguished role in establishing the contributions of skill, quality and reliability of its members' performance in the Industrial, Commercial and Institutional (ICI) Sector of the Ontario construction industry. OSM proudly holds the charter as the Ontario Chapter of the Sheet Metal & Air Conditioning Contractors' National Association. SMACNA technical research sets the standards of HVAC and architectural sheet metal construction referenced in the Ontario and National building Codes.

Address: 30 Wertheim Crt, Unit 26, Richmond Hill, ON L4B 1B9
Phone: 905.886.9627
Website: ontario.osmca.org | Email: dstewart@osmca.org



Ontario Structural Steel Fabricators Association

Our Mission is to promote and advance the use of steel in the Structural Steel Industry. To cooperate with the Canadian and American Institutes of Steel Construction and other associations. To provide information, education and services to our members as deemed desirable. Through this process we will look at all facets of our industry. Legality of Contracts, Industry Safety- Ministry of Labour, Collections, Best Practices, Technical Support, Bonding, Liens, Section 5: Scope of Work & Specifications and anything else our membership wishes for us to get involved with as it relates to the Structural Steel Fabrication industry in the Province of Ontario, Canada.

Our Association was created by the Structural Steel Fabricators in Ontario to help represent our Fabrication Industry. We represent Fabricators and our direct Suppliers.

Address: 11965 Hurontario St., PO BOX 57017, Brampton, ON L6Z E07
 Phone: 905.601.5068
 Website: ossfa.com | Email: g.rados@ossfa.com



Peterborough Construction Association

At the Peterborough Construction Association, we represent companies from East-Central Ontario. Our members are General Contractors, Trade Contractors, Manufacturers, Supply & Service Companies and firms interested in the commercial, industrial and institutional fields of construction.

The Peterborough Construction Association exists to bring together members of the construction trade, commercial and industrial sub-contractors and associates to create an environment of collaboration. Through networking, education and shared information, our ultimate goal is to increase the profile of local businesses in order to increase profitability and ultimately create jobs and improve the quality of life in the region.

Address: 494 The Parkway, Unit 2, Peterborough, ON K9J 7L9
 Phone: 705.745.3581 | Fax: 705.745.9234
 Website: www.peterboroughconstructionassociation.ca
 Email: office@peterboroughconstructionassociation.ca



Pipe Line Contractors Association of Canada

PLCAC was founded by a small group of contractors in February of 1954 for the purpose of training Canadian workers in pipeline construction and to negotiate collective bargaining agreements for these workers. Today, the Association consists of 157 regular, associate, and honorary members.

PLCAC negotiates and renews, with the building trades unions in Canada that have traditionally held pipeline construction jurisdiction, four Canada-wide collective agreements covering mainline cross country transmission pipeline construction, four Canada-wide collective agreements covering natural gas distribution pipeline construction within cities and towns, and four Canada-wide collective agreements covering pipeline maintenance and service.

The Association actively liaises with government, pipeline owning companies, pipeline craft unions and other external stakeholders as an advocate for the unionized pipeline construction industry.

Address: 1075 N. Service Rd. West, Suite 201, Oakville ON L6M 2G2
 Phone: 905.847.9383 | Fax: 905.847-7824
 Website: www.pipeline.ca | Email: plcac@pipeline.ca



Reinforcing Steel Institute of Canada

The Reinforcing Steel Institute of Canada (RSIC), formerly known as the Reinforcing Steel Institute of Ontario (RSIO), is an association representing the collective voice of its members across the country. The Institute's main purpose is to help promote the benefits of reinforced concrete as the most effective and efficient construction method while adding value and support for our members and partners within the construction industry.

RSIC members are comprised of rebar and accessory fabricators, steel mills and associates that work within the reinforced concrete industry nation-wide. The Institute provides a platform which encourages dialogue among its members in order to advance our objective of developing and adhering to industry best standard practices, such as ensuring the safety of both the public and our workers.

Address: P.O. Box 20104, RPO New Westminster Thornhill, ON, L4J 0C6
 Phone: 416.239.RSIO (7746)
 Website: www.rebar.org | Email: administrator@rebar.org



Sarnia Construction Association

The Sarnia Construction Association (SCA) was established in Sarnia/Lambton on June 25, 1948. With a primary focus on serving Sarnia's extensive petrochemical industry, members of the SCA have the knowledge and specialized skills to meet the required demands on any construction project.

SCA fosters and advances the interest of those who are engaged in or who are directly or indirectly connected with, or affected by, the erection or construction of buildings in the City of Sarnia and the County of Lambton.

Address: P.O. BOX 545, 954 Upper Canada Drive Sarnia, ON N7T 7J4
Phone: 519.344.7441 | Fax: 519.344.7501
Website: www.sarniaconstructionassociation.ca | Email: sca@bellnet.ca



Sault Ste. Marie Construction Association

Formed in 1957, the Sault Ste. Marie Construction Association is the construction industry's voice in the District of Algoma. The Association advocates actively on their behalf with all levels of Government and owner clients, recognizing that fair and open tendering policies, effective communication and cooperation are the keys to successful projects.

The Association provides the best local area construction industry intelligence through our planroom services. We also provide full drawing and specifications copying, scanning services and Commission of Oath services. We regularly provide educational and social networking opportunities based on the needs of our members. We gladly go the extra mile for our members, there is no task too big or too small.

Address: 117 White Oak Drive East, Sault Ste. Marie, ON P6B 4J7
Phone: 705.759.8830 | Fax: 705.759.6783
Website: www.ssmca.com | Email: adam@ssmca.com



Toronto Construction Association

The Toronto Construction Association (TCA) is one of Canada's oldest and largest associations of ICI practitioners with over 1,800 member companies across the GTA. Since our humble beginning as the General Builders Society in 1867, TCA has been committed to promoting and upholding the highest standards of industry professionalism and has grown to become the uniting voice of Toronto's ICI industry.

Our mission is to create opportunities for our members to grow their individual businesses and build connections with other ICI practitioners to help boost the growth and quality of Toronto's construction industry as a whole.

Since 1867, TCA has been Proudly Supporting Members every day!

Address: 70 Leek Crescent, Richmond Hill, ON L4B 1H1
Phone: 416.499.4000 | Fax: 416.499.8752
Website: www.tcaconnect.com



Utility Contractors' Association of Ontario

The UCAO was formed in 1968 by a small group of contractors and was incorporated in 1980 for the purpose of negotiating collective bargaining agreements with the Laborers International Union of North America Ontario Provincial District Council and the International Union of Operating Engineers Local 793 for employees in the power utilities sector of the construction industry in Ontario. The UCAO has 26 contractor members and 33 associate members. The contractor members install electrical, telephone and cable TV services throughout Ontario.

The UCAO has developed, together with the Labourers Union and the Operating Engineers Union, utility construction employee safety training and orientation programs which are offered year-round at the unions' training facilities in Ontario.

Address: P.O. Box 762, Oakville, ON L6K 0A9
Phone: 905.847.7305 | Fax: 905.412.0339
Website: www.uca.on.ca



Windsor Construction Association

The Windsor Construction Association was established in 1908, with a mission of "members working together to promote contractors, sub-trades & suppliers by maintaining high standards of ethics, education, safety, environmental practices & training, to create a progressive, competitive construction industry, in the industrial, commercial & institutional sectors."

The WCA is a mixed trade association, with members such as general contractors, trade contractors, suppliers, manufacturers, architects and engineers.

Address: 2880 Temple Drive, Suite 100, Windsor, ON N8W 5J5

Phone: 519.974.9680 | Fax: 519.974.3854

Website: www.wca.on.ca | Email: construction@wca.on.ca

ASSOCIATE MEMBERS



Pinchin Ltd.

Pinchin Ltd. can help you balance your business goals with an understanding of both natural and built environments. That means investigating what could be under the soil at a potential building site, or what's inside the walls of your office complex - and what that could mean to your bottom line. It's helping you know that the people in your organization work in a safe, healthy space, and that you are compliant with often complex environmental, health and safety standards and laws.

For decades, Pinchin has been providing clients with solution-focused services and training in the environmental and health and safety field to:

- Property Managers & Developers
- Hospitals & Health Care Facilities
- Educational Institutions
- Private Equity & Institutional Investors
- Insurance Companies & Adjusters
- Government Institutions
- Commercial, Industrial and Residential Properties
- Contractors (General, Restoration, Hazardous Materials)

We are part of a national network of four regionally-owned companies which provide experts with local knowledge.

Great Places to Work in Canada recognized Pinchin Ltd. for the 6th Year in a Row: Canadian Business "Best Places to Work in Canada" List.

Specialties

Building Science & Sustainability, Emissions Reduction & Compliance, Environmental Due Diligence & Remediation, Indoor Air Quality & Mould, Hazardous Materials, Occupational Health & Safety, Environmental Laboratory (asbestos mould radon odour Legionella)

Website: www.pinchin.com



Sherrard Kuzz LLP Employment & Labour Lawyers

Sherrard Kuzz LLP is one of Canada's leading employment and labour law firms exclusively representing the interests of management. Recognized as a leading provider of strategic advice and effective employment and labour relations representation within the construction industry, our team is consistently named among Canada's Top 10 Employment and Labour Boutiques (Canadian Lawyer®), Canada's Leading Employment & Labour Law Firms (Chambers Global®) and Repeatedly Recommended (Lexpert®).

We have an extensive construction client-base in each of the industrial, commercial and institutional; residential; roads; heavy engineering; and electrical power systems sectors. As a result of this experience, we have industry leading expertise working within the construction industry's unique legislative framework, and are familiar with the complex issues, interests, relationships and key players in all trades.

We assist all types and sizes of construction employers including employer associations, general contractors, developers, builders and subcontractors. We represent their interests in a wide variety of proceedings, including but not limited to:

- Collective agreement negotiations (with individual employers or employer associations)
- Day-to-day administration of collective agreements
- Grievance referrals
- Jurisdictional disputes
- Labour Board proceedings
- Legislative communication strategies
- Occupational health and safety
- Preparation for and representation at interest arbitrations
- Sale of business / related employer applications
- Strike management and injunctive proceedings
- Strike preparation
- Trade union certification applications
- Workplace Safety and Insurance

A detailed description of the work we do with and for our construction clients can be found at our website at:
<http://www.sherrardkuzz.com/areas-of-expertise-focused.php>

Address: 250 Yonge Street, Suite 3300, Toronto, ON M5B 2L7
Phone: 416.603.0700 | 24 Hour: 416.420.0738 | Fax: 416.603.6035
Website: www.sherrardkuzz.com | Email: info@sherrardkuzz.com



TwoGreySuits ...because HR happens

TwoGreySuits (TGS) is a fully loaded on-line Human Resources Department specifically designed to meet the people management needs of small and medium sized enterprises.

The TGS System Components

On-Line Training: Using leading edge e-learning technology, TGS has created a seven module core training product titled the Employee Engagement Certification Course for managers and supervisors. This core program will be enhanced over time with information webinars of specific interest and benefit to small and medium sized businesses.

The HR Power Center: Contains over 1500 pages of downloadable forms, tools and guides for implementation of the key drivers of Employee Engagement as well for dealing with the day-to-day people management issues that invariably arise.

The HR Hot Line: 24/7 access to a senior HR professional if hands-on guidance is needed.

Master Agreement:

Under the COCA/TGS Master Agreement, COCA's members have access to a discounted license fee schedule and can offer the TGS service to their member companies on either an Association Pay or Member Pay basis.

Administration and Marketing:

Each COCA member licensee will have its own administrative website within the TGS site that will facilitate tracking of member user activity and coordination of the Association's Marketing Plan developed in concert with TGS. In addition, TGS will work with the COCA member to establish a Year 1 Marketing Plan utilizing our comprehensive Marketing Services Library which will include schedules for communication of pre-arranged marketing messages designed to encourage enrollment in the program.

For more information on the TGS System, please go to our website at www.twogreysuits.com or call or email Ron Guest, Senior Partner, TwoGreySuits at:

Phone: **416.460.6198**
Email: **rguest@twogreysuits.com**

BUILDING OUR FUTURE TOGETHER



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of Ontario
Construction
Associations

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