

2019 | YEAR IN
REVIEW

WORKING TOGETHER



**SUPPORTING THE SUCCESS OF
ONTARIO'S CONSTRUCTION INDUSTRY**

TELLING OUR STORY

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 we are committed to working with the government to ensure that Ontario's legislative landscape is one in which our industry can grow and prosper.

MEMBERSHIP BENEFITS

COCA was created by the 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 changed its name 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 influence decisions that impact the construction industry in Ontario directly. 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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CONTINUED CHANGE

2019 has been a year of continued change – it has been exciting, eventful and rewarding for COCA and all its members.

In October, we saw the second phase of the Construction Act, the Prompt Payment and dispute resolution process, that will see contractors paid on time for work performed, rolled. As this only applies to projects basically conceived after this date, we will only now start to see the impact of this change. The adjudicators available to work in this process are growing in numbers on a continuous basis and we look forward to seeing things unfold.

The winddown of the Ontario College of Trades has been slower than expected but the Government under Labour Minister Monte McNaughton has quickened the pace on promoting skilled trades as a very exciting career path option. COCA has been active in making our voice heard with the Minister.

COCA continued to work with our members and the WSIB to ensure the needs of workers and employers are met fairly. The long-anticipated New Rate Framework came out in the fall with the effective date of implementation being January 2020. CAD-7, NEER and MAP have been replaced with a single new prospective experience rating program that is based more on individual companys performance, with some indication of where your rates are headed. Rebates and surcharges have been eliminated.

Accreditation as a means of improving and recognizing good performers from a safety standpoint has also rolled out with COR needing a slight upgrade to be compliant. Tied in with this is the new Health and Safety Excellence Program (HSEP) which replaces the Safety Groups Program, Workwell and the Small Business Health and Safety Program. The HSEP has opportunities to get funding for consulting help to achieve modules of the accreditation program. COCA will continue to build upon our successes. In 2020 COCA will be busy ensuring the Construction Act, the new WSIB Rate Framework, the new HSEP, Accreditation programs,



Steve Dietrich
Chair

and Apprenticeship and skilled trades revamp continue to be implemented in the best interests of our membership.

COCA’s work in 2019 would not be possible without members who served on our committees who have helped to shape many of the positive changes for our industry. I want to thank those who volunteered their time and effort. As well, a big Thank You to Ian and Martin for their efforts in helping us stay connected with the ever-changing landscape at Queens Park and keeping us in the forefront as a credible voice for the construction industry in Ontario.

Any organization like COCA only succeeds with the active 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 it. If you see an area that is not listed above and you feel we should be looking at it, 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 2020.

TIME TO SAY THANK YOU

December 31, 2019 marked the end of another very active and successful year for the Council of Ontario Construction Associations, the province's largest and most representative voice for the non-residential construction sector.



This report will outline our achievements in 2019 on several fronts and thank those who contributed to our success.

GOVERNMENT RELATIONS

COCA's primary role is to work with our members and senior officials at Queen's Park to ensure that the province's laws, regulations and policies support success in the construction industry. This government relations work is the backbone of COCA's being, our "raison d'être".

A year and a half into its mandate, the province's Progressive Conservative government finally found its way in June 2019 after hitting the reset button

and shuffling the cabinet. Positive initiatives began move ahead.

Our government relations activities and achievements will be more fully described in another section of this publication, but highlights include:

- I. the coming into force of the prompt payment provisions and the dispute resolution system prescribed in the Construction Act;
- II. the announcement of reduced WSIB employer premium rates for 2020;
- III. the launch of the Ministry of Labour, Training and Skills Development's Accreditation Standard;
- IV. the introduction of the WSIB's Health and Safety Excellence Program;

“COCA's primary role is to work with our members and senior officials at Queen's Park to ensure that the province's laws, regulations and policies support success in the construction industry. This government relations work is the backbone of COCA's being, our "raison d'être".”

- V. the implementation of the WSIB's Rate Framework which came into force on January 1, 2020; and
- VI. securing accommodation for non-exempt executive officers in construction (Rate Group 755 in the old classification system) in the new Rate Framework.

The only significant disappointment was the government's inaction on the development of a new skilled trades and apprenticeship system to succeed the Ontario College of Trades.

COMMITTEE ACTIVITY

COCA's own committees were very busy during 2019. Their activities and successes will be also described in detail elsewhere in this publication but suffice it to say that their work contributed in a very major way to the government relations achievements identified in the previous section of this report.

Our committees worked diligently to advance all of those initiatives. Special thanks are owed to all of our volunteer committee members

and to our committee chairs Paul Gunning (WSIB-OH&S Committee), Ted Dreyer (Construction Lien Act Committee), Denis Shank (College of Trades Committee), Harold Lindstrom (Chief Operating Officers Committee) and Alison Smith (Skilled Trades and Apprenticeship Committee) for their exceptional leadership and their contributions to the success of our provincial federation.

MEMBER ENGAGEMENT AND COMMUNICATIONS

Our work on member engagement in 2019 was particularly successful. We continued our communications program including monthly electronic newsletters, monthly members only government relations reports, timely member alerts on important fast breaking news and our six-month member updates. These are all designed to keep our member organizations up to speed on COCA's advocacy initiatives, relevant happenings at Queen's Park and news from within the COCA community.

Complimenting our communications program was our schedule of member visits. These personal get togethers with our member associations on

Buildforce Canada reports that:

“The construction and maintenance industry will need to hire, train, and retain almost 103,900 additional workers over the coming decade, as 91,100 workers are expected to retire – 21.5% of Ontario's current construction labour force.”

their home turf at board of directors meetings, gala awards dinners, golf tournaments, members days, race nights, holiday season luncheons, axe throwing competitions (a new one this year) are critically important for broadening the connections with our members and for building a sense of community around COCA.

I was pleased that COCA Chair, Steve Dietrich and Past Chair Gary van Bolderen were able to join me on a number of these occasions and we are grateful for the warm and generous hospitality extended to us on all these visits. I am proud to say that the COCA membership remains rock solid.

OUTREACH BEYOND THE COCA COMMUNITY

With a membership that includes 29 of the province’s very best construction associations that in aggregate represent approximately 10,000 general and trade contractors, COCA’s voice is a powerful one. But in the context of the broader provincial economy, we understand the need to reach out beyond the COCA federation and beyond the construction industry in order to develop and advance sound and practical public policy solutions that work for every sector.

That’s why COCA’s participation in various groups such as the Ontario Business Coalition, Prompt Payment Ontario, the Provincial Labour-Management Health and Safety Committee, the Construction Legislative Review Committee, the Prevention Employers Partnership, the Institute for Work & Health

Knowledge Exchange, the Council for Experiential Learning and our relationships with the Canadian Construction Association, Skills Ontario and Helmets to Hard Hats is so important.

I want to acknowledge the important work and achievements of all our partners.

EVENTS

Annual General Meeting

About 20 COCA members convened on February 20th in the very fine meeting space at the Interior Systems Contractors Association for our 44th Annual General Meeting.

In addition to the usual Chair’s Report, President’s Report, the Auditor’s Report, the appointment of Auditors for 2019-20 and the election of Officers, members enjoyed a sumptuous buffet lunch.

COCA’s Executive Committee for 2019-2020 remained pretty much intact with the addition of Paul Gunning to an at-large position. Steve Dietrich is currently completing the second year of a maximum three-year term as Chair.

COCA is extremely fortunate to have a strong, diverse and dedicated Board of Directors and Executive Committee for which I am deeply thankful. Not a day goes by when I don’t seek the advice of one Director or another. Special thanks to our fearless leader, Steve Dietrich, for taking time away from his duties at AGF Rebar to lead our provincial federation and serve our members.

Annual Construction

Associations Curling Bonspiel

COCA’s Chair, Steve Dietrich, his wife Karen, Ian Cunningham and skip Harold Lindstrom represented COCA at the Annual Ontario Construction Associations Curling Championship hosted by the Barrie Construction Association on March 21st and 22nd.

The competitions were held at the Stroud Curling Club, but the more important social events took place at various hospitality venues in Barrie. This annual event brings together many COCA members and industry partners to network, discuss the challenges facing the industry and create a sense of belonging.

Thanks to Scott Garrett, Alison Smith and the team at the BCA for organizing and hosting what has become one of the very best construction associations’ networking events in the province.

Construction Day – March 18

Our annual construction industry lobby day, Construction Day at Queen’s Park, was a scaled back version in 2019. It was our first lobby day after the June 2018 provincial election and we made a special effort to meet with our key cabinet ministers, parliamentary assistants, opposition critics and a host of the brand new MPPs.

To assist us in setting up meetings, we engaged the services of a government relations firm. Unfortunately, there seemed to be a reluctance on the part of the new, centrally controlled government

to meet with stakeholders. Our seventeen eager industry volunteers were organized into five teams and each team participated in three meetings for a total of fifteen lobbying meetings.

The highlight of the day was the speech by then Attorney General Caroline Mulroney at the post lobbying reception in which she guaranteed that the prompt payment and the adjudication provisions of the Construction Act would come into force on October 1, 2019.

Thanks to all COCA members who took a day out of their busy schedules to help shape public policy in Ontario.

Awards Reception and Dinner – June 11 Sheraton on the Falls Hotel, Niagara Falls, Ontario

On the evening of June 11th COCA hosted a Gala Awards Reception and Dinner at the Sheraton on the Falls Hotel in Niagara Falls.

Canadian Construction Association President & CEO Mary Van Buren brought greetings from the CCA and David Piccini, MPP for Northumberland-Peterborough South and Parliamentary Assistant to the Minister of Training, Colleges and Universities brought greetings on behalf of the provincial government.

Other special guests were Skills Ontario President & CEO Ian Howcroft, former Skills Ontario Executive Director Gail Smyth and Construction Employers Coordinating Council of Ontario Executive Director Wayne Peterson.

In addition to our awards presentations, which are covered later in this report. Gary van Bolderen presented a video tribute to the President (me) which was both embarrassing and touching; thank you Gary.

It was a wonderful celebration to recognize the outstanding contributions COCA members and partners to the betterment of the construction industry.

Fireside Chat with David Piccini, Parliamentary Assistant to the Minister of Training, Colleges and Universities

On the morning of June 12th COCA hosted a fireside chat with David Piccini, the Parliamentary Assistant to the Minister of Training Colleges and Universities and the Member of Provincial Parliament for the riding of Northumberland-Peterborough South at the Sheraton on the Falls Hotel in Niagara Falls.

The government had vowed to dismantle the Ontario College of Trades and Piccini had been tasked by his Minister to consult with stakeholders and seek input in regard to the development of a new skilled trades and apprenticeship system to replace it. Piccini spoke about the government’s commitment to portable skill sets and restricted practices and then took some challenging questions from COCA Directors, chief operating officers and friends. Piccini appeared to be smart, informed, keenly interested in the file and eager to listen and learn.

It’s unfortunate that he and all his learnings weren’t transferred over to the newly named Ministry of Labour, Training and Skills Development when the responsibility for training was transferred there from the Ministry of (Training) Colleges and Universities in October.

OPERATIONS AND ADMINISTRATION

The smooth and seamless operations at COCA are the product of the work of COCA’s unsung hero, Martin Benson. Without Martin Benson there would be no COCA. Not only does he make all our technology work, manage our website, prepare all our communications, organize all our meetings and events but he looks after our finances too. He is an association management super generalist whose contributions to COCA are immeasurable. As a result of Martin’s superior administrative abilities, COCA enjoyed another successful year on the financial front.

Special thanks are owed to Martin for supporting us and doing his best to make us look good. Thanks Martin.

CONCLUSION

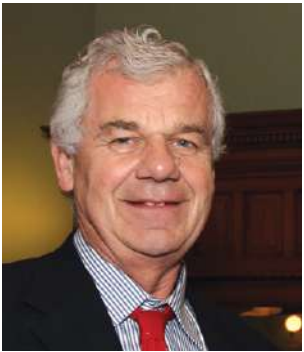
I hope this synopsis of 2019 represents success in your books too. Many thanks again to all the dedicated volunteers who serve on COCA’s Committees, the Board of Directors and the Executive Committee for their contributions to the success of our provincial federation and to the broader membership for your support. After all, it is on behalf of the membership that this work is performed.

EXECUTIVE COMMITTEE

BOARD OF DIRECTORS



Chair of the Board
Steve Dietrich
AGF -Rebar Inc. (Dietrich Division)
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
Paul Gunning
Acoustical Association of Ontario



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



Standing (l-r): Ted Dreyer, Harold Lindstrom, Denis Shank, Ian Cunningham, Dan Lancia, Mike Fox, Namby Vithiananthan, Kevin Brown, Roger Hubbard, Sandra Skivsky.
Sitting (l-r): Don Marks, Steve Dietrich, Leo Brouwer, Scott Garrett, Margaret Taylor, Romeo Milano.
Not pictured: Paul Gunning, Ryan Kneisz, Jeff Koller, Mike Leach, Jim Lyons, Jack Mesley, Adam Pinder, Andrew Pilat, Patricia Penney-Rouzes, Gord Rados, Darryl Stewart.

COCA 2019 BOARD OF DIRECTORS

| | | | |
|--|---|---|--|
| Paul Gunning Acoustical Association of Ontario | Ted Dryer Madorin, Snyder LLP Grand Valley Construction Association | Don Marks Ontario Industrial Roofing Contractors Association | Adam Pinder Sault Ste. Marie Construction Association |
| Patricia Penney-Rouzes Association of Millwrighting Contractors of Ontario | Ryan Kneisz G.S. Wark Construction Hamilton-Halton Construction Association | Sandra Skivsky Ontario Masonry Contractors' Association | Denis Shank Northeastern Ontario Construction Association |
| Scott Garrett Barrie Construction Association | Jeff Koller Interior Systems Contractors Association of Ontario | Darryl Stewart Ontario Sheet Metal Contractors Association | Romeo Milano Safetech Environmental Limited Toronto Construction Association |
| Mike Leach Steelway Building Systems Canadian Farm Builders Association | Steve Dietrich AGF -Rebar Inc. London District Construction Association | Gord Rados Ontario Structural Steel Fabricators Association | Namby Vithiananthan Con-Elco Ltd. Utility Contractors Association of Ontario |
| Mike Fox Canadian Institute of Steel Construction – Ontario Region | Kevin Brown Niagara Construction Association | Leo Brouwer Peterborough Construction Association | Jim Lyons Windsor Construction Association |
| Harold Lindstrom Construction Association of Thunder Bay | Margaret Taylor Ontario Association of Demolition Contractors | Roger Hubbard AMJ Enterprises Ltd. Reinforcing Steel Institute of Canada | |
| Dan Lancia Holaco Installations Ltd. Electrical Contractors Association of Ontario | Jack Mesley Ontario Erectors Association | Andrew Pilat Samia 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 to conduct research and develop positions, recommendations and alternatives for approval by the Board of Directors.

Construction Act Taskforce



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

MANDATE

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

Skilled Trades and Apprenticeship 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, communicate with the COCA membership to solicit opinions and to disseminate reliable information about the College. In 2019 The committee's mandate was expanded to include monitoring, reviewing and making recommendations on skilled trades and apprenticeship.

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.

ANNUAL GENERAL MEETING

COCA's 44th Annual General Meeting was held February 20th, 2019 at the offices of COCA member the Interior System Contractors Association.

In a departure from previous years, this years AGM did not feature Awards presentations. The scaled back AGM did feature the Chair's Report, President's Report, the Auditor's Report, the appointment of Auditors for 2019-20 and the election of Officers.

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 for 2019- 2020 remained unchanged from 2018/2019 except for the addition of Paul Gunning to an at-large position. Steve Dietrich is currently completing the second year of a maximum three-year term as Chair.

Chair of the Board
Steve Dietrich
Dietrich Steel Ltd.
London District Construction Association

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

Vice Chair
Ted Dreyer
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
Paul Gunning
Acoustical Association of Ontario

Director
Ron Johnson
Interior Systems Contractors Association of Ontario

Director
Denis Shank
Northeastern Ontario Construction Association

Director
Margaret Taylor
Ontario Association of Demolition Contractors

Director (COO Appointee)
Harold Lindstrom
Construction Association of Thunder Bay



John Mollenhauer and Dan Lancia



COCA President Ian Cunningham



Mike Carter and Steve Dietrich



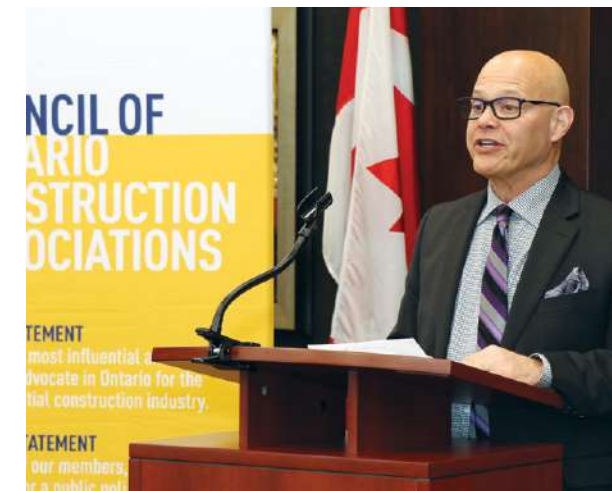
Sandra Skivsky and Ted Dreyer



Martin Benson and Kevin Brown



Graeme Aitken, Ian Cunningham, Namby Vithiananthan, Dan Lancia and Simon Clarke



COCA Treasurer Romeo Milano



Ian Cunningham and John Mollenhauer



COCA Chair Steve Dietrich



Margaret Taylor and Don Marks



Ian Cunningham, Donna Bailey and Leo Brouwer



Karin Sheldrick and Harold Lindstrom

COLLABORATION

Advocacy and Industry outreach are the cornerstones of COCA's mandate. COCA brings the concerns of our members to the attention of senior officials and decision makers at 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.



Scott Garrett and Ted Dreyer



Denis Shank, Mike Reasbeck and Leo Brouwer



Mike Carter, Ian Cunningham and Kevin Brown



Mike Fox, John Mollenhauer and Romeo Milano



Kevin Brown and Harold Lindstrom



Scott Garrett

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 2019 COCA was actively engaged with no less than 15 coalitions, industry and employer associations and committees that meet regularly to address issues that affect the construction industry. These include:

- Canadian Construction Association
- Provincial Labour-Management Health & Safety Committee (OHS Section 21 committee for construction)
- Construction Legislative Review Committee (CLRC)
- Prevention Employers Partnership
- 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
- Helmet to Hard Hats

CONSTRUCTION ACT

Two years after the passage of Bill 142, COCA has continued the push and to advocate for a fully enacted Construction Act.

In March, COCA held our Annual Construction Day at Queens Park. Messaging for MPP meetings focused on the need for the payment scheme and the adjudication system that is prescribed in the Construction Act to be implemented as

scheduled on October 1, 2019. At the evening reception, then-Attorney General Caroline Mulroney provided the keynote confirming the introduction of the payment scheme and the adjudication system on October 1, 2019.

The efforts of COCA and other stakeholders resulted in Doug Downey, Attorney General of Ontario, announcing on October 1 that: "Our government is pleased to announce the full implementation of Canada's first-ever prompt payment regime and a new, streamlined dispute resolution process that will cut red tape to support jobs and growth in Ontario's construction industry."

With the passage of the Construction Act and the introduction of the Adjudications process, COCA's Construction Act Taskforce, chaired by Ted Dreyer, has shifted its focus. The Taskforce will continue to identify and add to the list of glitches in the Construction Act. Throughout the year, COCA staff and volunteers held several meetings with senior staff at the Attorney General's office, bringing to their attention flaws and glitches

in the Act and presenting possible solutions. Ted also continues to share his knowledge of the Construction Act and help the industry prepare for the new world under the Act by making presentations at various forums.

WSIB AND HEALTH AND SAFETY

COCA'S advocacy efforts on the WSIB/Health and Safety file contributed to several significant announcements in 2019.

COCA has lobbied hard for similar treatment in the new Rate Framework for non-exempt partners and executive officers of construction companies to that afforded them in Rate Group 755 in the old classification system. Several if not many years ago, under pressure from COCA and other industry interests, the WSIB created Rate Group 755. It provided non-exempt partners and executive officers of construction companies who do not perform construction work and who are not exposed to the risks of construction work with a low premium rate commensurate with the risk they

represent to the compensation system. Such non-exempt partners and executive officers were required to apply to be in this Rate Group and meet the WSIB's strict criteria.

On June 6th, Bill 108 "More Homes, More Choice Act, 2019 Act" received royal assent. The Act amends 15 statutes. Schedule 13 amends the Workplace Safety and Insurance Act. It gives the Workplace Safety and Insurance Board the authority to establish premium rates for partners and executive officers of construction companies who perform no construction work and who are not exposed to the risks of construction work. Following coming into force of Bill 108, the WSIB created another construction class in the new Rate Framework for executive officers, and that the premium rate will be commensurate with the risk profile of the class.

- WSIB will launch the new Rate Framework on January 1, 2020. COCA staff and volunteers had regular

meetings with WSIB leadership and staff and have kept COCA members informed of all developments leading up to the launch.

- On November 22, 2019, Minister McNaughton announced the launch of WSIB's Health and Safety Excellence Program (HSEP), which replaces the safety Groups Program, Workwell and SCIP.



Ian Cunningham with MPP David Piccini

The HSEP is made up of 36 training modules divided into three sections, foundations for a health and safety management system with ten modules, building a health and safety management systems 17 modules and integrate and optimize a health and safety management system nine modules. There are significant financial rewards for employers along this 36-module journey.

- At the same November 22nd gathering, Minister McNaughton also announced The Accreditation Standard. The Minister's announcement pushed over the finish line the Accreditation Standard, which was more than ten years in the making and ready to go for about two years.
- In July 2019 The Council of Ontario Construction Associations made a submission to Ms. Regner Dykeman & Mr. Speer to provide advice concerning the operational review of the Workplace Safety and Insurance Board which they

have undertaken on behalf of the Government of Ontario.

In addition to our 2019 successes, COCA regularly attended the WSIB's Chairs Advisory Committee and is a member of the Provincial Labour-Management Health and Safety Committee. COCA also continues to engage with other industry stakeholders.

SKILLED TRADES AND APPRENTICESHIP
Conversation Starter
(Part of Skilled Trades)

The industry can potentially draw 77,800 new entrants aged 30 and younger from the local population, but a projected gap created by growing employment of an additional 26,100 workers will need to be met from outside the province's construction labour force.

One of the first acts of the PC Government, when they came to power, was the abolishment of the Ontario College of Trades and a

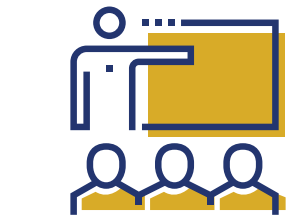
review of the skilled trades and apprenticeship system.

Since that announcement, there have been several stops and starts, which has included a change in ministers and in September, the responsibility of skilled trades and apprenticeship was transferred from the Ministry of Education to the Ministry of Labour.

Despite these delays, COCA has continued to engage with decision-makers and stakeholders. Some of which included:

- COCA's Skilled Trades and Apprenticeship Task Force reviewed COCA's December 2018 submission to the Ministry of Training Colleges and Universities about the shape of the new skilled trades and apprenticeship system. It was determined that the recommendations made in that submission remain relevant and valid.
- Then Parliamentary Assistant to the Minister of Training

BY THE NUMBERS



41 meetings with MPP's and Ministry staff

48 meetings with Industry groups and Associations



15 WSIB related Meetings

20 Health and safety meetings



19 Skills Development and Apprenticeship meetings

3 Submissions



Colleges and Universities, David Piccini, participated in a Fireside Chat with COCA members before our board of directors meeting on June 12th in Niagara Falls, Ontario

- COCA participated in a Skills Roundtable that also included Minister Fullerton, MTCU Parliamentary Assistant David Piccini, Deputy Ministers George Zegarac (MTCU) and Nancy Naylor (EDU) and representatives from a variety of sectors
- COCA connected with the Minister of Training Colleges and Universities' senior policy advisor for an update on the skilled trades and apprenticeship system that will replace the Ontario College of Trades.
- Despite the winding down of OCoT, COCA continues to meet regularly with OCoT leadership not only about ongoing College activities, but on the future of Skilled Trades and Apprenticeship in Ontario
- COCA participated in a Canadian Apprenticeship Forum consultation that addressed issues the apprenticeship system.

OTHER ISSUES

Federal Prompt Payment

Division 26 of Part 4 of Bill C-97 (Budget Implementation Act, 2019),

the proposed Federal Prompt Payment for Construction Work Act, received second reading on April 30, 2019.

Both the Federal Act and Ontario's Construction Act operate on a pay when paid basis. But the implementation of the pay when paid principle in the Federal Act is flawed. Ontario's Construction Act combines prompt payment with timely dispute resolution. If a GC serves a notice of non-payment upon a sub, the GC must undertake to refer the dispute with the Owner to adjudication within 21 days.

The proposed Federal Act lacks any mechanism for timely dispute resolution.

On May 9, 2019, COCA send a letter to MP Wayne Easter, the Chair of the Standing Committee on Finance, asking for amendments to the Act.

A1 Asphalt Appeal

At its meeting in December 2018, 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.

Led by a group initiated by COCA, which included, CCA, NTCCC, GCAC the firm of Singleton, Urquhart,

Reynolds, Vogel LLP (Bruce Reynolds and Sharon Vogel) was engaged, a steering committee was formed and a strategy to proceed with the Appeal was developed. COCA encouraged other construction Associations to join the group to help cover the anticipated expenses. Financial commitments totalling over \$100,000 were quickly amassed.

In May 2019, Royal Bank announced it would not be following through with the appeal.

Helmets to Hard Hats "Pathways to Post Military Employment Project"

In the fall of 2019 the provincial government contacted Helmets to Hard Hats and encouraged the organization to make an application for funding to support homeless veterans to find gainful employment in the construction industry in the post-military chapter of their lives. The grant application had to be made very quickly and it required community sponsors/supporters. COCA was contacted by the Executive Director of Helmets to Hard Hats, Joe Maloney, and asked to serve as a sponsor supporter on the grant application. COCA agreed to be a non-financial/in-kind sponsor on the application for funding from the Government of Ontario that has been made by Helmets to Hard Hats (H2H) to support their new Pathways to Post Military Employment Project.

COCA AT QUEEN'S PARK

COCA's Construction Day at Queen's Park was held on Monday, March 18th.

The focus of the meetings was to introduce new MPP's to COCA and to inform them about the importance of implementing the payment regime and the adjudication system. COCA's members met with MPP's, their staff and ministries.

At her keynote address at the evening Reception, Attorney General Caroline Mulroney committed the government to implement the payment regime and the adjudication system. The Attorney General remarked that since being appointed, her office has focused on implementing key aspects of the new and modernized Construction Act. NDP MPP John Vanthof followed the Attorney General and commented that the NDP fully supported Prompt Payment and Adjudication.

SPONSORS

Platinum Sponsor

- The Electrical Contractors Association of Ontario

Gold Sponsors

- The Grand Valley Construction Association
- The Northeastern Ontario Construction Association

Silver Sponsors

- The Association of Millwrighting Contractors of Ontario
- The Acoustical Association of Ontario
- The Ontario Erectors Association
- The Barrie Construction Association
- The Ontario Masonry Contractors Association
- The Reinforcing Steel Institute of Canada

Bronze Sponsors

- The Canadian Institute of Steel Construction
- Dutch Masters Construction Services





MPP Taras Natyshak, Bob Grassing,
MPP Michael Mantha and Paul Gunning



Mike Fox, Jodie Travers, MPP Jamie West and Romeo Milano



Karin Sheldrick and Mike Leach



Graeme Aiken, Dan Lancia, Hon. Jill Dunlop and John Mollenhauer



MPP Michael Coteau, Dan Lancia,
Graeme Aitken and John Mollenhauer



MPP Bob Bailey, MPP Rick Nichols, Ian Cunningham,
MPP Randy Pettapiece, MPP Bill Walker



Bart Fudala, Josh Heller, Hon. I. Caroline Mulroney,
Ted Dreyer and Mark Nokes



MPP Marie-France Lalonde, Kevin Smith
and Steve Dietrich



Romeo Milano, Jodi Travers,
MPP Rudy Cuzzetto and Mike Fox



Ian Howcroft and Hon. Todd Smith



Hon. Caroline Mulroney
and John Mollenhauer



John Mollenhauer, Ian Howcroft, Glenn Ackerley, Ian Cunningham, Romeo Milano and Dan Lancia



Ted Dreyer, Bruce Reynolds,
Sandra Skivsky and Mike Fox



Mike Leach, MPP Percy Hatfield, Karen Sheldrick,
MPP Lisa Gretzky and Steve Dietrich



Ted Dreyer, Josh Heller, MPP Mike Harris,
Mark Nokes and Bart Fudala



MPP Jamie West and Romeo Milano



Davis Surplus and Patrick Dillon



Hon. Caroline Mulroney

COCA HONOURS CONSTRUCTION LEADERS

The Council of Ontario Construction Associations honoured construction industry leaders from across Ontario with the presentation of the Cliff Bulmer Award, the Construction Hard Hat Special Achievement Award, the Chair's Award, the President's Award and Association Milestone Awards recently.



Hon. Jill Dunlop and
Alison Smith



Mike Fox, Romeo Milano, Jodi Travers and MPP Wayne Gates



Mike Leach, MPP Mike Harris and Mike Fox



Graeme Aitken, Dan Lancia,
MPP Norm Miller and John Mollenhauer



Enzo Garritano, MPP France Gelinas, Ian Cunningham
and Patrick Dillon



Jodi Travers and Graeme Aitken

These recognitions, normally presented in conjunction with COCA's Annual General Meeting in February, were made at a special awards ceremony and dinner held at The Sheraton on the Falls Hotel in Niagara Falls Ontario on the evening of June 11th.

In addition to award recipients, special guests in attendance included David Piccini, MPP for Northumberland Peterborough South, who brought greetings on behalf of the government and Canadian

Construction Association President Mary van Buren who welcomed guests on behalf of the CCA.

The Awards were designed and made by artist Marie Bohm at her studio, True North Glass Gallery and Studio. The awards are 100% Canadian with the materials sourced locally.

COCA's highest honour, the **Cliff Bulmer Award** which recognizes an individual who has made an outstanding

contribution in furthering the relationship between the construction industry and the Ontario Government was awarded to Paul Gunning of the Acoustical Association of Ontario for his leadership of COCA's WSIB-OH&S Committee and his contributions to numerous COCA submissions to government.



Paul Gunning

COCA's Industry Ally Award is presented to an individual outside of the COCA federation who has made a significant contribution to the success of the construction industry or who has contributed to improvements to the industry environment in Ontario. This year's Industry Ally Award was presented to Gail Smyth. Up until her retirement as President & CEO of Skills Ontario in December 2017, Gail was the province's leading promoter of careers in the skilled trades for more than 20 years and successfully steered thousands of young people into careers in the construction industry.



Gail Smyth

Two years ago, we introduced the **COCA Construction Hard Hat Special Achievement Award**. The Hard Hat is awarded to an individual or individuals who do something truly remarkable to advance the interests of the construction

industry. The award was conceived by our Past Chair Gary van Bolderen and we are delighted to announce that the award has been renamed the Gary van Bolderen Hard Hat Special Achievement Award.

- This year these special awards were presented to:
- The late Hugh Laird who passed away only days prior to the ceremony but whose award had been planned for about eight months, for his vision and leadership in building North America's largest training facility for the drywall trade and for introducing thousands of young people to successful careers in the drywall trade
 - Martha George for her contributions to COCA's government relations advocacy initiatives and for serving as an outstanding role model and mentor for association executives in the COCA federation and across Canada



Martha George

- John Mollenhauer for consistently and freely contributing his vast knowledge and experience to COCA's public policy submissions and for consistently demonstrating how inclusion, respect and humour can be used to bring people together and get the job done



John Mollenhauer

Chair's Awards, given at the discretion of the COCA Chair to individuals who have gone above and beyond the call of duty in their contributions to the success of our provincial federation were presented by Chair Steve Dietrich to Roger Hubbard of AMJ Enterprises and the Reinforcing Steel Institute of Canada, Harold Lindstrom of the Construction Association of Thunder Bay and the Interior Systems Contractors Association.



Roger Hubbard



Harold Lindstrom



Ron Johnson (ISCA)

President's Awards were awarded to Mike Carter of the London District Construction Association who served as an expert on the aluminum and steel tariffs file for the construction industry and to Alison Smith, the hard working Executive Director of the Barrie Construction Association.



Mike Carter



Alison Smith

- Association Milestone Awards were presented to:
- The Construction Association of Thunder Bay celebrating 70 years
 - The Grand Valley Construction Association on the occasion of their 45th anniversary
 - The Pipe Line Contractors Association of Canada celebrating 75 years
 - The Architectural Glass & Metal Contractors of Ontario on the occasion of their 40th anniversary
 - The Ontario Industrial Roofing Contractors Association celebrating 55 years

Photos of the Awards Dinner and Reception can be found at <http://coca.smugmug.com>

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 Report 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.
- **David Piccini**, MPP for Northumberland Peterborough South "Fireside Chat on Skilled Trades"
 - **Don Gosen**, OCoT Chair "OCoT Update"
 - **Hon. Monte McNaughton**, Minister of Labour, Training and Skills Development "Update from the Ministry of Labour"
 - **MPP Jane McKenna**, Parliamentary Assistant to the Minister of Labour, Training and Skills Development "Update on Skilled Trades"

Chief Operating Officer Meetings

- **Agnes Watkinson**, the Co-Founder of NextGen Professional. "Skilled Workers Shortage"
- **Meredith Low**, MBA, CAE.
- **Rod Cook** and **Matt Wilson**, WSIB "WSIB Excellence Program"
- **Michael Zacks**, Office of the Employer Adviser "WSIB Update"

Speakers at COCA Events

Board Meetings

- **Lynda Robson** Institute for Work and Health "the effectiveness of the Working at Heights training"



Kevin Brown, Mike Carter and Karin Sheldrick

- **Robin Sensile** – Office of the Employer Advisor. "Update on the Rate Framework and the government's planned review of the WSIB"
- **Jeffrey Stewart** of COCA Associate Member Sherrard Kuzz LLP. "Privacy and Surveillance: Understanding an Employer's Rights and Obligations"
- **Alison Smith** of the Barrie Construction Association and **Martha George** of the Grand Valley Construction Association "Membership Recruitment and Retention"
- **Andrew Duggan** and **Dan Fleming** of Bluedrop Performance Learning. "Overview of SkillsPass a partnership between the Ministry of Labour and Bluedrop Performance Learning"
- **Faren Bogach**, **Krista Chaytor** and **Jeff Scorgie** of PayPrompt.ca and Weir Foulds. "Overview of their Prompt Payment Application"



MPP Jane McKenna presenting to the COCA Board



Bill Murray, Rick LeClerc, PCA President Leo Brower and Ian Cunningham at the Peterborough Construction Association Golf Tournament



COCA President Ian Cunningham with OGCA Chair John Dawson



Michael Zaks of the Office of Employer Advisor and COCA Chair Steve Dietrich



Terry Rothwell, CFBA's Sally Akroyd-Bombino, Gary van Bolderen and Ian Cunningham at Gary's CFBA retirement party



COCA Chair Steve Dietrich at a League of Champions event.



COCA is a proud Patron of the League of Champions

BY THE NUMBERS



COCA Published
12
Newsletters

COCA attended

45

member functions
and events



COCA Published

11

members only Government
Relations Reports

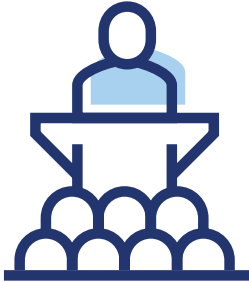
COCA
published
for members,
Provincial
& Federal
Budget
Highlights



COCA held

5

Chief Operating
Officer Committee
meeting



COCA held

5

Board of
Director Meetings

COCA held an
Awards Dinner
and Reception



COCA held

1

Annual General
Meeting and
Awards Lunch

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.
OUR VISION: To be the collective voice and trusted resource for the construction community.

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.barrieca.com | Email: alisonsmith@barrieca.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 officials/inspectors, 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**
 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: **445 Apple Creek Blvd., Suite 102, Markham, ON L3R 9X7**
 Phone: **905.946.0864** | Fax: **905.946.8574**
 Website: **www.cisc-icca.ca** | Email: **onregion@cisc-icca.ca**



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 represents the interests of our local ICI construction industry. As a mixed trade association our membership includes general contractors, trade contractors, suppliers, manufacturers, architects, engineers and buyers.

We are committed to helping our members build their businesses by providing access to bid opportunities, information on legislative and regulatory changes, advocacy, educational opportunities and a chance to network with their peers.

The HHCA is a proud member of CCA and COCA and is an approved provider of the WSIB Health & Safety Excellence Program.

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**



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**



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. Catharines, 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. Today, nearly 6 1/2 decades and 48 Past-Presidents later, NOCA is a strong ICI association that has transformed over its 69-year history with the sole intent to accommodate a continually shifting industry. 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 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: **1 888.33OIRCA** | 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 Association of Demolition Contractors

The Ontario Association of Demolition Contractors (OADC) is a powerful voice in the demolition and abatement industry. Since 1976, we have represented member companies of all sizes who have signed the Demolition Collective Agreement with the Labourers' International Union of North America (LIUNA).

OADC member companies are tier-one providers of demolition and abatement services in the construction sector, consistently chosen to work on projects that demand highly trained, safety aware industry professionals.

OADC. Associate with the Best!

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: **2A Louisa Street, Box 418, Thornbury ON N0H 2P0**
 Phone: **705.445.9415**
 Website: **ontarioerectors.com** | Email: **jack@ontarioerectors.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



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 Commissioner 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



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



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 28010, Terrytown PO, Scarborough, ON M1N 3E7
Phone: 416.527.0360 | Fax: 905.412.0339
Website: www.uca.on.ca | Email: sclarke@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



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

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SUPPORTING THE SUCCESS OF
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