

You Ought To Know

ISSUE: 8

Does ECAO have a tool contractors can use to track projects?

ECAO is working with Avatara, a software solutions provider, to create a contractor project database. Each of our member contractors will be able to access the platform to input project-specific data, either directly into the database or by uploading a spreadsheet provided by ECAO.

Project data will be tracked and broken down in various ways including sector/market, location, local area, type of project, ballpark value and more. Furthermore, information specific to market recovery and stabilization will be captured including stab amount, terms, successful bidder, etc.

These breakdowns will enable ECAO, local ECAs and member contractors to identify trends, including areas of common competitive disadvantage, and better understand the market. Ultimately, this will allow ECAO and member contractors to make better fact-based decisions, improve competitiveness and grow the market in Ontario.

As a user, you will have access to all the information you input and will be able to download an Excel spreadsheet to create reports for your business. Note that you will not be able to see any information entered by other contractors, nor will they have access to your input. You will have access to your own dashboard to show how you compare to other contractors (win rate, etc.) in addition to hours per sector (all/won/lost) and projects started per month.

We plan to launch the database in a phased approach and will invite two contractors in each area to use the database for the first few months. If you are interested in being one of our featured contractors, please contact Jodi Travers at jtravers@ecao.org or Patryk Wrobel at pwrobel@ecao.org.

Why am I getting phone calls from Patryk Wrobel?

Patryk Wrobel joined ECAO in July 2022 as a Labour Relations Analyst and works with Jodi Travers, Labour Relations Manager. Among his many accountabilities is to gather data for ECAO on our member contractors. He and Jodi will maintain all information collected in confidence. High-level reports will be created with information presented in aggregate form that will not identify contractors. For example, the percentage of jobs across Ontario worked at 40 hours a week, per sector and even by local area.

This effort is critical to gaining a better understanding of the status of our industry, and your data is essential to this work. Our goal is to make changes to support your competitiveness so you can grow your business and provide more opportunities for IBEW members.

Patryk will also be providing information on the above-mentioned database and encouraging you to use it once it's live.

What does 'duty to notify' mean?

There are a few clauses in our Agreement where the contractor has a 'duty to notify' the local union or the Business Manager. If you have verbally notified the local union, please be sure to send a follow-up notification in writing via email.

The main clause refers to non-resident contractors who are bringing mobility workers into a different local area. The contractor must notify the local union of the names and classifications of workers BEFORE they move them. The members then need to register at the local union office, which can now be done electronically.

Other occasions where the Business Manager must be notified include:

- Layoff notification (clause 707). Note that there is a new requirement to notify the local Business Manager of any interruption in active employment (i.e., if the employee quits).
- Changes to hours of work. Some locals require notification only; others require the local Business Manager's approval. Please refer to Section 8 for more information.
- Shift work requires notification three (3) days prior.
- Large projects. On jobs requiring a workforce of more than 30 workers, the contractor can bring in up to two (2) additional mobility workers for job set up, layout, design, and investigation (NOT regular installation work). The Business Manager must be notified one week prior to the arrival of these workers. Please refer to the Letter of Understanding on Page 33 of the Blue Pages for details.

Local appendices also have notification requirements which vary per local, so please be sure to review the White Pages at the back of the Collective Agreement for the area in which the work will be performed.

What happens if I don't notify the local union?

You could get a grievance from the local union for using non-IBEW members. The union could be awarded full package rate for each worker.

Did COVID have an impact on our hours across the province?

March 2020 was the official start of the pandemic in Ontario and, when the government declared a state of emergency, partial construction shutdowns began. As you can see in the chart below, hours dropped slightly in 2020. On a monthly basis, hours dropped in March and April 2020, and were back up to 1.4 to 1.7 million per month for the rest of the year. All restrictions were removed on construction by June 2021.

Hours for WSIB rate group 704 also dropped slightly in 2020 as also shown in the chart below.

| | 2018 | 2019 | 2020 | 2021 |
|--------------------------------|-------------------|-------------------|-------------------|-------------------|
| WSIB hours: Rate Group 704 | 115,798,137 | 109,215,388 | 97,227,200 | 100,459,744 |
| Total ECAO hours earned | 22,389,921 | 20,633,688 | 18,266,958 | 20,534,171 |
| Difference | 93,408,216 | 88,581,700 | 78,960,242 | 79,925,573 |
| ECAO % of WSIB hours | 19.3% | 18.9% | 18.8% | 20.4% |

Where is the 2022-25 Principal Agreement?

It's been sent to print! In the meantime, if you would like the PDF version, it's available on our member site under Labour Relations. Don't have access to the site? Contractors may get access by contacting Kamakshi Ahluwalia at kahluwalia@ecao.org.

Do you know what You Ought to Know?

This is our final issue of **You Ought to Know** for 2022. We hope that you're benefitting from the facts and insights we've shared through the publication thus far, and we welcome your questions and content ideas for future issues at any time. Contact Jodi Travers, ECAO's Labour Relations Manager, at jtravers@ecao.org. You can find all previous issues on the ECAO member website under Labour Relations. Happy Holidays!

