

You Ought To Know

ISSUE: 26

How do mega (or large) projects impact hours in our areas?

Looking at ECAO's hours earned report for the past four years, you can see that hours increased in 2022, 2023 and 2024; however, most increases can be attributed to a few large projects in a few areas. We do not yet have a complete overview of the hours earned in 2025 (the current year's numbers reflected below relate to January to August only), but the trend is the same.

Local Union/Area		2025 ⁽⁴⁾	2024	2023	2022	2021
105	Hamilton ⁽⁵⁾	860,761	1,194,562	890,856	922,579	1,175,538
115	Quinte- St. Lawrence	265,824	423,095	337,417	369,782	399,775
120	London	221,003	547,460	444,018	685,435	387,681
303	Niagara Peninsula	400,415	379,421	283,012	248,034	255,869
353	Toronto	8,650,352	13,567,987	14,325,869	13,641,753	12,985,975
402	Thunder Bay	413,446	586,714	629,015	495,463	394,489
530	Sarnia	352,460	548,897	732,155	2,496,402⁽¹⁾	1,086,438⁽¹⁾
586	Ottawa	1,625,057	2,246,438	2,038,545	1,724,602	1,681,062
773	Windsor	1,768,649⁽²⁾	3,018,381⁽²⁾	1,070,948⁽²⁾	424,062	360,002
804	Central Ontario	676,959	763,796	836,759	866,223	829,330
1687	Northern Ontario	606,139	936,636	1,788,854⁽³⁾	730,540	534,947
TOTAL		15,841,065	24,213,387	23,377,447	22,604,875	20,091,105

¹Sarnia averages 500,000 to 600,000 hours/year. Anything above would be AST2 or COP2E/COP3E work (Nova).

²Nextstar Project & Gordie Howe bridge (Typical hours fall between 400,000 to 700,000).

³Mining projects (60-70% of the hours in 2023 were mining-related).

⁴Includes January to August hours earned.

⁵ Hamilton hours typically fall between 1,000,000 and 1.2 million.

As mentioned a few months back in You Ought To Know (YOTK) Issue 21, ELECTRI International funded a research initiative to evaluate the effects of megaprojects and determine how project stakeholders could best manage resulting challenges.

One significant impact of megaprojects identified in their research was market share erosion for unionized contractors. The study found that megaprojects tend to draw union labour, particularly when incentives are offered. Consequently, non-union contractors are often more successful in securing small and medium-sized projects – work that previously might have gone to union contractors – due to competitive pricing and more stable workforces.

Additionally, union contractors may find themselves unable to bid on these smaller jobs due to labour shortages created by the demands of megaprojects. This is nothing new to those of you working in areas with large projects when considering bidding on smaller projects.

With several large/megaprojects underway and others about to begin here in Ontario, we need to be aware of the labour challenges and work together locally and provincially with our labour partners to ensure those small to medium-sized projects, which have historically been done by unionized contractors, do not go to non-union or CLAC contractors.

Did you know there's something new coming down the wire for contractors with more than 25 employees who publicly advertise jobs?

You ought to know that new legislation impacts you as of January 1, 2026.

Changes were made to the Employment Standards Act, which apply to employers who employ 25 or more employees on the day a job is posted. Some changes are listed in the [Act](#) and others are outlined under [Ontario Regulation 476/24](#).

The requirements are listed below for your information. Please refer to the Regulation for additional details.

Effective January 1, 2026, employers with more than 25 employees who publicly advertise jobs must:

- Include the expected compensation or range of expected compensation for the position if the maximum is not higher than \$200,000. In the case of a range, the range is limited to an amount equivalent to \$50,000 per year or less.
- Disclose if you plan to use artificial intelligence during the hiring process.
- Not require Canadian experience. You should confirm that they are legally entitled to work in Canada but cannot have any requirements related to Canadian experience.
- Disclose if the posting is for an existing vacancy or not.
- Provide information to those you interview for the posting about whether a hiring decision has been made within 45 days after the date of the last interview. You can provide that in person, in writing or using technology.
- Retain copies of job postings for three years.

Have you attended our 'Construction Labour Relations for Supervisors' course?

After offering this popular course on a remote basis only for the past few years, we are excited to announce the scheduling of an in-person session of the Construction Labour Relations for Supervisors course. The session will be held at the ECAO offices on Tuesday, November 25, 2025 and there are still a few spots available – register soon!

This course is specifically geared toward non-bargaining unit Supervisors and Managers, and provides a general overview of labour relations in the construction industry, and specifically within ECAO.

This full-day session will cover critical labour relations subjects including:

- Overview of the collective agreement
- Provincial bargaining
- Harassment and discrimination
- Disciplinary action
- Investigations and grievances
- Jurisdictional disputes

Course details:

Date: Tuesday November 25, 8:30 a.m. to 4:00 p.m.

Ideal Audience: general Forepersons, Supervisors and Managers

Facilitators: Graeme Aitken and Jodi Travers

Limit: 20 attendees

Register here: <https://forms.monday.com/forms/6303b94c1bcd582a04187932b2469f0d?r=use1>

If you have questions about the course or any of the content in this issue of YOTK, contact Jodi at jtravers@ecao.org.