



CBTU SMCC

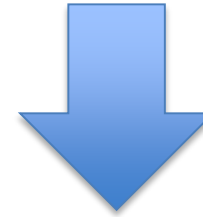
CANADA'S BUILDING TRADES UNIONS
LES SYNDICATS DES MÉTIERS DE LA CONSTRUCTION DU CANADA
Value on Display. Every Day. Valeur sûre à tous les jours.

Construction, Isn't that for.....

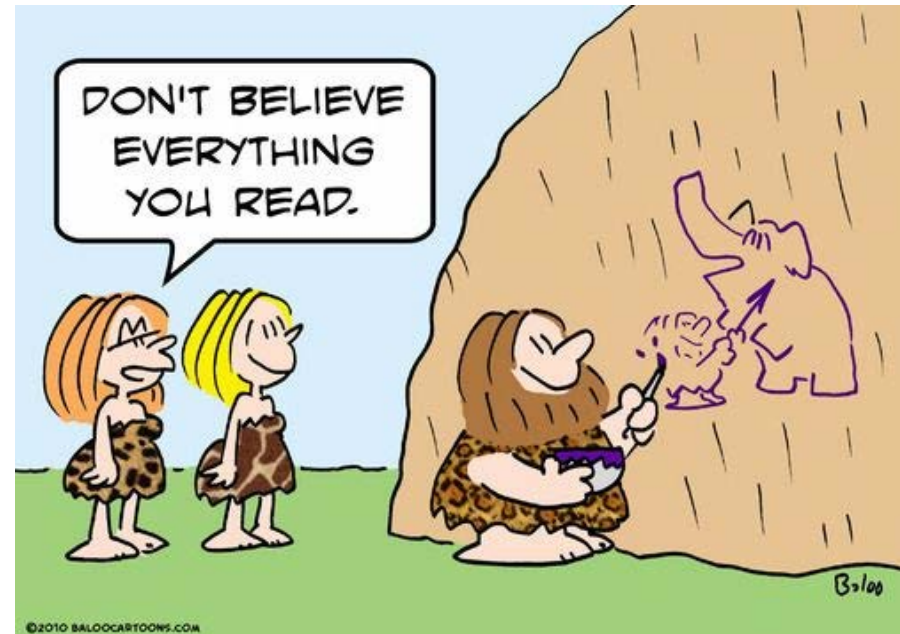
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Mercredi, le 29 novembre, 2017

Them



- The idea has seemed to be for years, won't cut it in university, how about.....
- Get a bad rap, because it takes as much brainpower.....
- We don't hate our employers, in fact.....
 - Either succeed or fail together



C'est une opportunité de faire mieux



- Merci beaucoup
- C'est un honneur
- Cette réunion est importante dans la vie de main-d'œuvre

What Exactly is *Construction*??

- 14% of GDP
- 8% of all direct employment
- In every city and town
 - Impacts every person
- Not just initial erection
- Skilled trades
- Jobs range from.....Small Business and Mega-business
- Dubious Honour



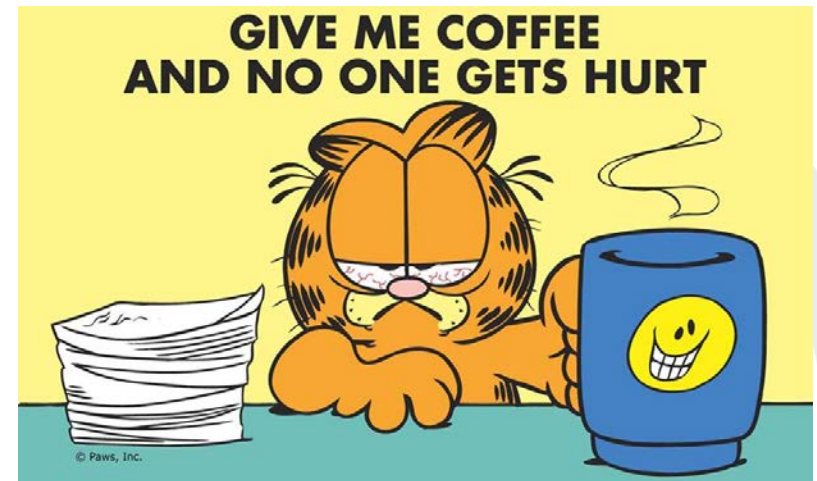
Demographics



- A Baby Boom Industry
 - Whatever the reasons the chickens are coming home
- Grown by 95% over the last 20 years, very modest growth in the next 10 years
- 21% (roughly 248K) and over 25% in Atlantic Canada
- So Managing the Resource is.....

Basic Premise at the Outset

- Don't hurt them in the first place
- Past 20 year experience
 - Minor stuff
 - Deaths and serious injuries
- Cost saving
- Hebron in NL, also.....



If There is an Injury



- Goal return to pre-existing employment pattern or as close as is possible, as soon as possible
- This takes work and commitment
- The broader the target group the better the experience has been
- We've all been a more or less 'disposable' in respect of our workers – and – that won't cut it anymore

Small Jobs – Create Their Own Dynamic

- Big jobs can create their own weather!
 - Big job owners have a vested interest
 - The high volume of small industry participants militates toward an industry solution
- Harder to deal with on smaller jobs – timing, crew size, duration but not impossible!!
- Undue hardship is reached much sooner

**Some people
create their
own storms,
then get upset
when it rains.**

Manage It?

- Pragmatic Solutions
 - It's work!!
 - Cost implications, cost mitigation strategy
 - RTW
 - Modification of
 - The way the work is done
 - The work site
 - The way the worker works
 - Work related repetitive strains or issues we create (welding helmet, fumes and discharges)



Bundling, Cross-skills & Planning

- The law is pretty clear – a meaningful job from a bundle of tasks in the trade
- Into a comparable trade or with other trades??
- Other aspects of the trade??
- Not set up to fail!!
- Planning & Scheduling



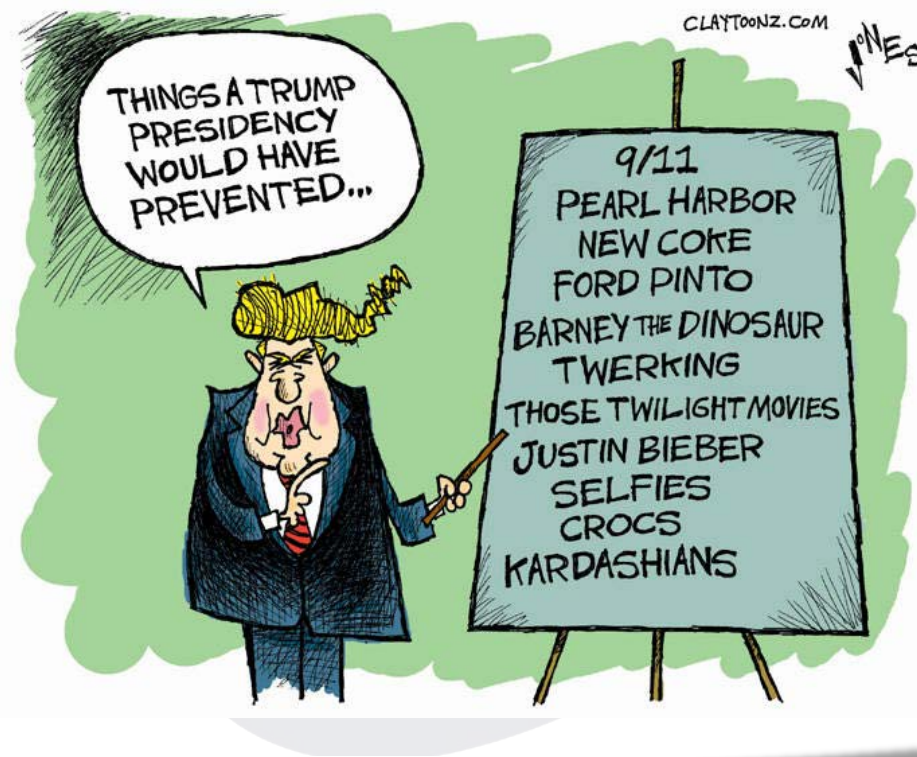
Not Just Onesies & Twosies



- Unions make employers operate better
- Systemic Solutions
- Collective Solutions
 - Across sites and multi-employer sites (Hebron)
 - Workforce pool (it is the way we work anyhow) so, why not dispatch with knowledge of limitations and accommodations

23% Safer

- So, what this mean.....Waterloo University
- Training breeds safety
 - Safe jobs are organized
 - Organized jobs are safer
- Collective Solutions Work
 - Become the Industry Standard?? (Cultural Shift)
- Safety includes RTW and effective disability accommodation/limitation



What Could the “System” Do??

- Some Part 2 EI money to be pragmatic --- versus EI steadily paid
- Use some WCB/WSIB Money
 - Research ways to reduce and eliminate common issues
 - Ergonomic solutions
 - Be ahead of industrial disease issues
- Not just giving the Employer Money – but, can it be worth their while??
- Better integration of supports (and no gaps, more flexible application)
- Good idea bank
- Advertise and encourage collaboration (mediate and cooperate)



"Good news! He said he only needs a few more weeks to finish the first draft of the Requirements Document."

Incentives to Success



- Leadership Issue
 - Industrial Jobs the Owner is engaged, (Syncrude manages its WCB)
 - Government is the largest consistent purchaser of construction
 - The **POWER** of the purchaser
- Model the Right behaviours and make your contractors do so
 - Community Benefits (Training on the work)
 - Commercial terms

Think **BIG** !!

- Government
 - An appropriate regulatory and legal support system
 - Help get people into the 'common solutions'
- Unions
 - Keep pushing and collaborating
- Employers
 - Does common sense say, not everyone needs to be....

THINK
BIG





If We can do it.....



- The gains here are....
- Sunk cost investment lost
- Construction isn't the only industry with the demographic time bomb
- Repeat **LEADERSHIP** issue
 - Real leaders step up!



***Merci,
Avez-vous des Questions?***