



# Discover the Union Advantage

 **OCS**  
Ontario Construction Secretariat



# WHO WE ARE

Ontario's building trades unions and their contractor partners have long-standing and vibrant relationships to effectively deliver quality construction projects. Working with your local union and Building Trade Council ensures access to a wealth of local area expertise and a North American network Best Practices and union members.



**STRONG**  
**LABOUR-MANAGEMENT**  
partnerships & cooperation



**16** CRAFT  
**UNIONS**



**21** CONTRACTOR  
**ASSOCIATIONS**

## ABOUT THE OCS

The Ontario Construction Secretariat (OCS) represents the interests of the unionized construction industry in Ontario's industrial, commercial, and institutional (ICI) construction sector. As a joint labour-management organization, OCS is dedicated to enhancing Ontario's unionized ICI construction industry by developing relationships, facilitating dialogue, and providing value-added research.

A female construction worker is the central figure, smiling warmly at the camera. She is wearing a bright yellow hard hat, safety glasses, and a high-visibility yellow safety vest over a dark green sweater. Her hands are in blue and white work gloves, and she is touching a large, rusted metal rebar structure. The background shows a blurred construction site with wooden pallets and a building with windows.

**OUR VALUES – YOUR PRIORITIES**

**SAFETY**

# Unionized Construction Work is **SAFE** Work

Building trades unions in Ontario's ICI construction sector are

**31%** **SAFER**  
when compared to non-union firms.



Source: Institute for Work & Health. 2020. Updating a Study of the Union Effect on Safety in the ICI Construction Sector

## What Drives the Union Safety Effect?



**APPRENTICESHIP  
AND HEALTH & SAFETY  
TRAINING**



**SAFETY FOCUS  
CULTURE AND PARTNERSHIP**



**LESS  
WORKER TURNOVER,  
BETTER WORKER MORALE AND  
LONGER TENURE LEADS TO MORE  
EXPERIENCE AND GREATER PRODUCTIVITY**



Scan code to view [The Union Safety Effect](#)



# SKILLED WORKFORCE

Construction projects are big, complex jobs. Peace of mind is knowing that skilled professionals will get the job done right, on-time, on-budget and safely. Ontario's building trades unions and their contractor partners have long-standing and vibrant relationships to effectively deliver quality construction projects.



**130,000**  
**SKILLED TRADES**  
professionals



**27,000**  
**UNION APPRENTICES**



**5,000+**  
**CONTRACTORS**

## DID YOU KNOW?

**56%** of unionized skill trades workers have a college diploma, university degree and/or a Certificate of Qualification

Building trades union workers are **3X** as likely to have a Certificate of Qualification than non-union workers





# TRAINING & EDUCATION

Union-employer training centres are jointly funded and administered by union contractors and building trades unions. These state-of-the-art facilities provide technologically advanced education to supply Ontario with the best workers to build the roads, bridges, schools, hospitals and water and energy systems that keep Ontario safe and competitive.

## A Tradition of Training the Best!

**\$146**  
MILLION

invested annually  
to train the next  
generation of skilled  
construction professionals

**100**  
UNION-EMPLOYER  
Training Centres



**60+**  
APPRENTICESHIP  
PROGRAMS



**60+** Construction Trade  
Apprenticeship Programs

**27,000**  
APPRENTICES



**ONE-THIRD**

of all registered construction  
trade apprentices are trained  
in joint labour-management  
training centre

## Continuing Education and Skills Upgrading – Union Competitive Advantage

**OVER 1**  
MILLION  
HOURS

of skills upgrade and safety  
training delivered annually



**1000s**  
OF COURSES

offered to union  
members

Whether it is learning new techniques, a new skillset or working with new equipment or materials, jointly funded training centres ensure union members have the best skills to deliver productive, value-added work everyday. To gain a competitive advantage, seek out union contractors and their building trade partners.

**“The joint labour and management model of our training centres allows collaboration and problem-solving. This ensures union skilled trades professionals have experience with cutting-edge technologies, materials and innovative approaches and that knowledge can be transferred to the worksite.”**

James Hogarth, Ontario Pipe Trades Council

A man with a beard and glasses, wearing a white hard hat and a high-visibility yellow safety vest over a dark blue sweater, is holding a tablet computer. He is looking off to the side with a thoughtful expression. The background shows a construction site with scaffolding and a clear sky.

# SOCIAL PROCUREMENT

All three levels of government are implementing social procurement provisions to leverage infrastructure dollars to achieve multiple objectives including: economic growth, combating climate and promoting social equity. For the construction industry, social procurement requirements frequently focus on construction jobs and apprenticeship training to create a diverse and inclusive workforce.

Ontario's Building Trades unions and their contractor partners actively invest in diversifying their workforce, **making union job sites safer and more inclusive for all.**



## DID YOU KNOW?

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Union-employer training centres offer pre-apprenticeship programs targeted at **under-represented groups**

**\$43.4**  
BILLION VALUE

of projects identified having community benefit or social procurement requirements



# Union Commitment to Social Procurement in Action

**Aecon Women  
in Trades**



**Electrical Contractors  
Association of Ontario**



**Sisters in the  
Brotherhood**



**Tomorrow's  
Trades**



**Helmets to  
Hardhats**





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**RESEARCH DRIVEN.  
INDUSTRY FOCUSED.**

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