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Fax: 416-392-0801
E-mail: fairwage@city.toronto.on.ca
Web: www.city.toronto.on.ca/fairwage**(A) Legislative Applicability of Labour Trades Obligations:**

The mandatory Labour Trades provisions for municipalities bound by Province-wide collective agreements are separate from Fair Wage Policy established, monitored and enforced by the City. Central to any understanding of municipal obligations to Labour Trades, is that the City has no discretion in setting wage rates or in using union labour for certain trades performing work for the City. This is by virtue of the Province-wide collective agreements applicable to trades in the Industrial, Commercial and Institutional (ICI) and Residential sectors and other negotiated collective agreements in other sectors of the construction industry.

The Province-wide collective agreements are binding on all employers in the sector. The former City of Toronto was first considered an “employer” when the relevant unions obtained bargaining rights beginning in 1978. As a result, subject to the jurisdiction of the collective agreements, union workers must be used for contracted-out work. The use of union sub-contractors for municipal building projects is also required in most cases.

(B) Current Labour Trades Contractual Obligations in the Construction Industry:**(1) *The City of Toronto is bound by the current Province-wide collective agreements with respect to the Industrial, Commercial and Institutional sectors of the construction industry between:***

- (i) The Carpenters’ Employer Bargaining Agency and the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America;
- (ii) The Mechanical Contractors Association of Ontario and the Ontario Pipe Trades Council of the United Association of Journey-men and Apprentices of the Plumbing and Pipe-Fitting Industry of the United States and Canada;
- (iii) The Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and The International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario;
- (iv) The International Union of Bricklayers and Allied Craftsmen and the Ontario Provincial Conference of the International Union of Bricklayers and Allied Craftsmen, and the Masonry Industry Employers Council of Ontario;
- (v) The International Association of Heat and Frost Insulators and Asbestos Workers and the Master Insulators’ Association of Ontario Inc.;
- (vi) The International Brotherhood of Painters and Allied Trades and The Ontario Painting Contractors Association;
- (vii) The Ontario Glazier Agreement between the Architectural Glass and Metal Contractors Association and the International Brotherhood of Painters and Allied Trades; and
- (viii) The Environmental Sheet Metal Association Toronto and the Sheet Metal Workers’ International Association and the Ontario Sheet Metal Workers’ Conference.

The City of Toronto is also bound by a local agreement with Local 27 of the Carpenters and Allied Workers Union with respect to the **Non-I.C.I Sectors of the construction industry.

Any non-maintenance part(s) of the Work that is the work of Union members represented by any Council, Brotherhood, Association or Conference under the provisions of any of the collective agreements referred to above shall in each case be performed only by an employer bound by such agreement unless such agreement does not prohibit performance of such part(s) of the Work by others.

(2) *The Toronto Housing Company is bound by the Current Province-wide collective agreements with respect to the Industrial, Commercial and Institutional sectors of the construction industry between:*

- (i) The Carpenters’ Employer bargaining Agency and the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America;
- (ii) The Mechanical Contractors Association of Ontario and The Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe-Fitting Industry of the United States and Canada;
- (iii) The Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and The International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario; and
- (iv) The International Union of Bricklayers and Allied Craftsmen and the Ontario Provincial Conference of the International Union of Bricklayers and Allied Craftsmen, and the Masonry Industry Employers Council of Ontario, ***(and by the current collective agreements with respect to the residential sector of the construction industry between):***
- (v) Local 46 of the United Association referred to in clause (i) and
 - (a) Independent Plumbing and Heating Contractors Association (for low-rise residences);
 - (b) Metropolitan Plumbing and Heating Contractors Association (for high-rise residences);
- (vi) Local 353 of the Brotherhood referred to in clause (ii) and Electrical Contractors Association of Toronto (separate agreements for low-rise and high-rise residences)



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The Toronto Housing Company is also bound by a local agreement with local 27 of the Carpenters and Allied Workers Union with respect to all other Sectors of the construction industry.

Any non-maintenance part(s) of the Work that is the work of Union members represented by any Council, Brotherhood, Association or Conference under the provisions of any of the collective agreements referred to above shall in each case be performed only by and employer bound by such agreement unless such agreement does not prohibit performance of such part(s) of the Work by others.

(3) Exhibition Place is bound by collective agreements in all sectors of the construction industry between:

- (i) (a) The Carpenters' Employer Bargaining Agency and The Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America;
- (b) The Mechanical Contractors Association of Ontario and The Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada;
- (c) The Electrical Trade Bargaining Agency of The Electrical Contractors Association of Ontario and The International Brother of Electrical Workers and the IBEW Construction Council of Ontario; and
- (ii) Letters of Understanding between the Board and, respectively, Local 506 of the Labourers International Union of North America and The International Brotherhood of Painters and Allied Trades.

Any non-maintenance part(s) of the Work that is the work of Union members for whom the said Council, Brotherhood, Association or Local is the collective representative under the provisions of any one of the said collective agreements or the said Letters shall in each case be performed only by an employer owing contractual obligations to such representative, unless such obligations do not prohibit performance of such part(s) of the Work by others.

(C) Guidelines for Prospective Bidders:

This summary is an overview of the current status of trades' certifications and the relevant construction sectors for which firms and workers with the appropriate union affiliations must be used when performing the following work for the **City of Toronto, Toronto Housing Company and Exhibition Place.**

Type of Work	City of Toronto		Toronto Housing Company			Exhibition Place
	*I.C.I	Non I.C.I	*I.C.I	Residential	Other Sectors	
Asbestos/Insulation	<input checked="" type="checkbox"/>					
Bricklaying/Masonry	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>			
Carpentry	<input checked="" type="checkbox"/>	** <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	** <input checked="" type="checkbox"/>	** <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Electrical	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Glazing	<input checked="" type="checkbox"/>					
Labourers						<input checked="" type="checkbox"/>
Mechanical	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Painting	<input checked="" type="checkbox"/>					<input checked="" type="checkbox"/>
Sheet Metal	<input checked="" type="checkbox"/>					

* (Industrial, Commercial, Institutional sector)

** (Contractual obligations apply in certain circumstances. Please check with Fair Wage and Labour Trades Office on its applicability)

The Fair Wage and Labour Trades Office will make final decisions with respect to:

- work jurisdictions
- type of work involved
- whether or not union firms/workers must be used, and
- if Labour Trades Contractual Obligations apply.