



# Skilled Trades Union Engagement

Sept 29<sup>th</sup>, 2021 CBF Advisory

# Key Issues/Challenges with Skilled Trades

- Access for Indigenous, Black and equity-deserving communities into construction unions to obtain membership and/or training
- Achieve community benefits hiring objectives in coordination with skilled trade unions
- Forecasting construction labour opportunities for Indigenous, Black and equity-deserving communities on community benefit initiatives
- Coordinated systems approaches to hiring pathways for construction related employment for Indigenous, Black and equity-deserving community



# Why Focus on Skilled Trades Union Engagement

Various initiatives under the CBF Framework face the common need for a pathway to access a pool of unionized skilled trade workers who are from Indigenous, Black and Equity-deserving communities. Intent for this approach/model to serve the City of Toronto community benefit initiatives that have common need for access to equity-based skilled trades hiring.

With 20% of the construction workforce anticipated to retire within the next decade, the City can offer support with new union membership recruitment by providing a streamlined process to engage communities.

The City in collaboration with community leaders, developers, labour unions and associations created and signed the Toronto Declaration of Inclusive Workplaces and Communities which affirms an industry wide zero tolerance policy for discrimination or acts of hate on construction sites.

Construction unions currently dispatch members by skill sets and seniority. Community benefits initiatives require community to be dispatched by equity status and/or geographic region.

# Test Case for Union Engagement - Rexdale CBA

## High Level Action Plan

1. City to provide forecasting template to One Toronto Gaming (OTG)
2. OTG completes forecasting template
3. City and OTG meet to review completed forecasting template and identify contractors and affiliated skilled trades unions to engage
4. Meet with subcontractors and skilled trade unions performing work to identify training and employment opportunities for Indigenous, Black and equity-seeking community

# Discussion Questions

1. What are some other union engagement approaches that you have been involved with that resulted in Black, Indigenous and equity-deserving communities getting connected to unionized construction employment opportunities on community benefit initiatives?
2. How do you think your organization could benefit/incorporate this union engagement approach focused on connecting Black, Indigenous and equity-deserving communities to unionized construction employment opportunities?