



Acoustical Association Ontario

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Provincial in scope ...

Provincial in outlook

Construction Employment — Looking Forward



A recently released labour market forecast from the Construction Sector Council (CSC) says requirements diverge across Ontario, depending on the timing and scale of major projects, but that overall, the industry may need to recruit about 40,000 workers from outside the province.

The CSC “Construction Looking Forward, Ontario 2013-2021” report which reviewed construction employment growth in the five Ontario regions forecast a moderate expansion to 2021. However, “each of these regions will experience different and distinct employment pictures.”

The report concludes that overall construction employment in the period from 2013 to 2021 will increase as a result of significant gains in non-residential work. Leading the industry for several years and driven mainly by industrial and engineering work the pattern will continue on through to 2021, but the growth will depend on the location, timing and the scale of mining, utility and infrastructure projects.

On a province wide basis labour markets will potentially be in balance with demand; provided workers will be willing to move across the regions. Following is a quick summary of the CSC report for each region of the Province.

Greater Toronto Area (GTA)

Construction growth in Ontario has been centered in the GTA and this pattern will continue through to 2021. The report estimates that in this time period 24,000 new construction jobs will be created in this region compared to a net change of 14,000 jobs for the whole province. The strength in construction job prospects will come from growth in Industrial, Commercial and Institutional (ICI), as well as engineering projects. Employment growth in these sectors will increase by as much as 7%, with the local workforce initially growing to meet the demand.

Central Ontario

As a result of very shallow market expansion, Central Ontario employment will rise and fall by less than 2% during the period. Non-residential employment gains will be restricted to the commercial and institutional sectors with very few industrial or engineering projects to drive additional work.

Eastern Ontario

There will be little change in Eastern Ontario as few resource and infrastructure projects are scheduled in the region. Commercial building construction will be the sole source of employment growth. The Ottawa LRT project will lead employment in Engineering work but once completed there will be few Industrial and renewable energy projects.

Southwest Ontario

Prospects for construction activity from 2013 to 2021 are mixed with non-residential activity to peak in 2015 and 2016. The key for this region will be the timing of major projects. Several industrial and utility infrastructure projects will wind down in 2014 while the new Windsor bridge is scheduled to begin in 2015.

Northern Ontario

In the midst of a development boom, Northern Ontario's construction work force will be significantly altered over the long run. Major resource development initiatives will translate into related economic development as housing and commercial construction will follow the projects completed in the mining sector. Demand for construction workers will draw 11,000 new entrants to the region's current estimated work force of 27,000.

The Mathews Dinsdale Minute



This month, we are going to try to show a lighter side to you here in the Mathews Dinsdale Minute... that or we are going to show you a sign that the end of the world is near.

In a decision dated April 16, 2013, the Ontario Human Rights Tribunal ruled that there is nothing discriminatory in a bar charging a higher cover charge to men then it was charging to women on "ladies night". Whew... thank goodness that pressing question is settled.

In the case, a male complainant alleged the different cover charges on ladies night discriminated against him on the basis of sex. In a summary hearing teleconference the Complainant argued that "by charging men twice what was being charged to women, the respondent was perpetuating a belief in society that men are less worthy than women." The Tribunal didn't accept this submission, noting that there are "many things that could be said about societal belief in Ontario, but the notion that men are less worthy than women is not among them."

The complainant also argued that by charging a higher cover charge for men discourages them from entering the bar by making the men feel "unwelcome". The Tribunal noted that the intent was actually the opposite as the business theory was that drawing more women to the bar will also increase attendance of men, thereby increasing "overall attendance at the bar and the bar owner's profit."

Needless to say, the Tribunal dismissed the complaint noting that even if the Complainant felt it was unfair, the differential cover charges were not discriminatory and did not attract the application of the Human Rights Code. This result begs two questions. First, didn't this Complainant have something better to do? Second, do we really need our resources being used in this way... over a \$10 differential in cover charges?? If we are all here next month, we will return to more labour relations directed writings.



Carpenters' Provincial Settlements



It is our understanding that all the Carpenters' Locals have determined the break out to the monetary settlements reached in the last round of Collective Bargaining and as reported in this Newsletter last month. Members should have received, from their home Local, a "Wage and Related Payments" breakdown for the three year period of the new Collective Agreement. If you have not received the breakdown you should contact the Local to obtain a copy. We are in the process of obtaining copies from each Local and we will forward the break downs once we receive all of them.



32 Vancho Crescent
Etobicoke, Ontario
M9A 4Z2

Phone: 416-605-6417
Fax: 416-240-1465
E-mail: aao@bellnet.ca

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