



EQUITY, DIVERSITY AND INCLUSION AT THE CARPENTERS' UNION

CARPENTERS' DISTRICT COUNCIL OF ONTARIO

Prepared by:

Chris Campbell
CDCO Director of
Equity, Diversity
and Inclusion

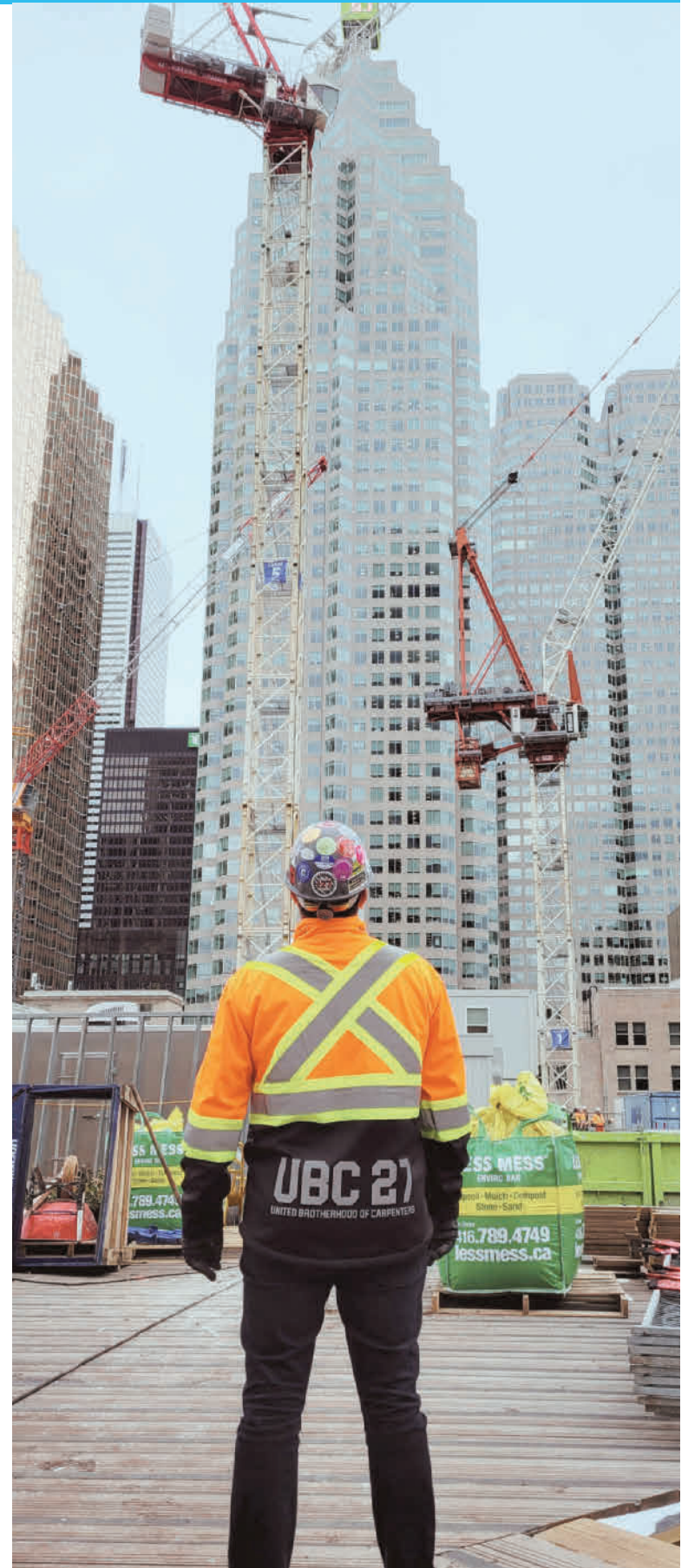
Finn Johnson
Director of Communications
CDCO

Max Pinkerton
Member
Carpenters and Allied Workers Local 27



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FOREWORD FROM THE CDCO'S CHIEF OF STAFF



Mark Lewis

Chief of Staff

Carpenters' District Council of Ontario

At the CDCO, our mission is to provide fair wages, benefits, and working conditions to all our members. For over 140 years, the United Brotherhood of Carpenters and Joiners of America has stood strong with our Brothers and Sisters to ensure they have job security and family-sustaining pay.

Creating a culture of inclusivity and respect is important to us because, as carpenters, we are community-builders. This isn't limited to the physical infrastructure you see being constructed across Ontario. We believe that the true foundations of our communities are built through providing opportunities to people from all walks of life. Almost all of our apprentices join our Union without any experience. Upon finishing their apprenticeships, they are fully trained with the skills to build their own neighbourhoods and the flexibility to work anywhere in our province.

Carpentry isn't just a job, it's a career. The CDCO is proud to represent our members and fight for the fair wages, benefits, job security, and mobility to make that possible, but we also fight for equity, diversity, and inclusivity at work and in the broader community.

ABOUT THE CDCO & UBCJA

The Carpenters' District Council of Ontario (CDCO) is composed of 17 affiliated Local Unions of the United Brotherhood of Carpenters and Joiners of America (UBCJA) across the province. In total, we represent over 30,000 women and men working in a wide range of skilled trades including carpentry, drywall, resilient flooring, concrete formwork, welding, scaffolding, and a long list of other construction-related work. Indeed, because of our up-to-date apprenticeship and training programs, there are very few construction-related jobs outside the scope of the Carpenters' Union. In addition, our union represents many industrial workers and thousands of highly skilled workers in Ontario's health care sector.

We are a democratic organization, committed to equity and social justice, not just in our own Union and in the communities in which our members live and work, but throughout Canada and internationally. The number of charities and developmental organizations we help support is a great source of pride to all our members. What we wish for ourselves, we wish for all. Our elected leaders, Business Representatives and Organizers all worked on the tools before dedicating their time to serving our Union.

The CDCO conducts centralized collective bargaining in various sectors of the construction industry on behalf of our affiliated Locals. The resultant provincial collective agreements are the foundation of one of the world's most productive and efficient labour relations' systems. In return for demonstrably fair wages, benefits, pensions and safe working conditions, our members provide their employers with their skills and commitment to mutual success – qualities that are needed to complete projects on time and on budget.





MEET OUR DIRECTOR OF EDI



Chris Campbell
Director of Equity, Diversity and Inclusion
Carpenters' District Council of Ontario

As part of my role as Director of Equity, Diversity and Inclusion, my responsibilities include:

- Promoting and marketing diversity in our trades
- Educating our members
- Working with construction employers to ensure a safe workplace for all employees
- Addressing any complaints of discrimination on jobsites

The CDCO is committed in its fight to eliminate all forms of racism and discrimination that have systemically plagued the construction industry. As part of this effort towards inclusion, I fill an essential role within the Carpenters' Union as the Director of EDI.

We advocate for safe working conditions for our members on all of our jobsites. The physical and mental health of our membership is of the utmost importance to our Union and all of the representatives and staff at our 17 Local Union affiliates across Ontario.

As part of my job, I have been travelling to our various Local Unions and training centres around Ontario to learn more about, and to help with, their efforts to increase equity, diversity and inclusion. Creating a safe and inclusive environment to learn and work in is a continuous process. We have a responsibility to our members to educate ourselves and communicate best practices on an ongoing basis.

There will, of course, always be differences amongst us, but we believe that diversity is our strength. Let's continue to make our Union inclusive for all members.

COLLECTIVE AGREEMENT

| Term | % of Full Rate | Wage |
|-------------------|----------------|--------------|
| 1 - 1800 Hours | 55% | \$25.43/hour |
| 1801 - 2700 hours | 60% | \$27.74/hour |
| 2701 - 3600 hours | 70% | \$32.36/hour |
| 3601 - 4500 hours | 80% | \$36.98/hour |
| 4501- 5400 hours | 85% | \$39.30/hour |
| Full Rate | | \$46.23/hour |

Member Benefits

Through our Local Union Welfare Plans, our members receive coverage in the following areas:

- Medical
- Dental
- Vision
- Pension
- Life insurance
- And many more!

All of our apprenticeships are paid to learn. For example, as a member of Local 675, you will start off making **\$25.43/hour** and that wage will rise as you work more hours and complete your apprenticeship terms (see chart opposite).

Each term is measured by hours obtained and varies in the length of time it takes to complete. 90% of your time will be spent on the job, while you'll need to spend the other 10% in class learning.

Once you've finished your apprenticeship, you will be a journeyperson carpenter! You will then be earning our full journeyperson rate, which in Local 675 is **\$46.23/hour**.

As our Collective Agreement wage increases are spread out over 3 years, your hourly rate will increase each year.



REQUIREMENTS FOR APPRENTICESHIP

To join the Carpenters' Union in Ontario as an apprentice, you must:

- Be a minimum of 16 years of age
- Have a valid social insurance number or work permit issued by the Government of Canada.
- Have a Government-issued photo identification showing your date of birth.
- Have a minimum grade 10 transcript or equivalent GED*
- Have a mailing address, phone number, and email address
- Have access to transportation
- Be capable of performing the duties of a carpenters' apprentice and be willing to learn new skills
- Be willing to sign a contract of apprenticeship

*If you do not have your grade 10 equivalency please contact Adam Bridgman at abridgman@thecarpentersunion.ca



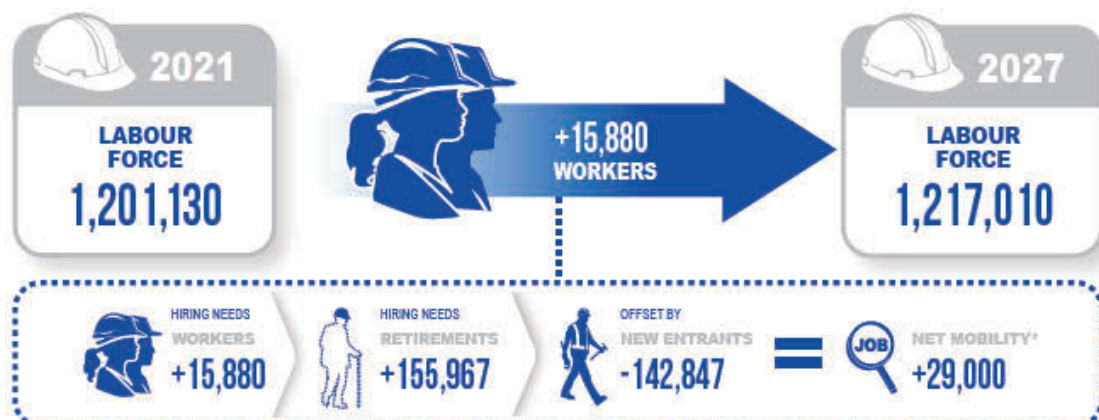
CANADA'S LABOUR SHORTAGE

Rising employment demand means that our industry needs to add thousands of new workers by 2027. Approximately 155,000 workers are expected to retire in that time period (13% of the current labour force) and new entrants to the industry won't be high enough to make up for that. This means that across Canada, the construction labour force needs to add almost 30,000 workers over the next 5 years.

With Ontario's infrastructure investment showing no signs of slowing down, our industry has an abundance of work and is actively looking to fill in the gaps.

For new members, this means increased job security and the opportunity to work anywhere in the province. After completing your apprenticeship, you can choose to work in any one, some, or all of the subspecialties which comprise our trades, including trim, formwork, or scaffolding for example. You can put your abilities to the test building schools, hospitals, government buildings, homes, transit infrastructure, skyscrapers, or any other type of project you're interested in.

Figure 4: Changes in the construction labour force, Canada



HELP US BUILD ONTARIO

From skyscrapers in Toronto,
to Parliament Hill in Ottawa,
to goldmines in Northern Ontario,
to power plants, offices, hospitals
and schools all over the province
– we do it all!

We offer some of the best
benefits, pension & wages in
the industry.

JOIN TODAY



Carpenters' District Council of Ontario

www.thecarpentersunion.ca | 905.652.4140

OUR TRAINING CENTRES

The College of Carpenters and Allied Trades

The College of Carpenters and Allied Trades (CCAT) is a jointly trusted union-employer construction skills school that was established to serve the recruitment and educational needs of Carpenters' Local 27 members and their employers. Since its inception in 1986, CCAT has offered an extensive variety of carpentry trades-related pre-apprenticeship, apprenticeship, health and safety and continuing education courses to thousands of students.



The CCAT - Woodbridge, ON

CCAT is the largest Training Delivery Agency of General Carpentry Apprenticeship in the province of Ontario, with hundreds of students completing their apprenticeship program annually.

Interior Finishing Systems Training Centre

The Interior Finishing Systems Training Centre (IFSTC) offers one of the most comprehensive training programs in the country, transitioning apprentices into successful journeypersons in the dynamic field of finishing trades.



The IFSTC - Woodbridge, ON

The IFSTC has two state-of-the-art facilities in Ontario. They have six full-time instructors, as well as an Outreach Specialist/Industry Apprentice Liaison. Their Woodbridge and Ottawa locations offer full time, hands-on apprenticeship programs as well as weekend, evening and daytime upgrading programs and health & safety programs for journeypersons.



Training Across Ontario

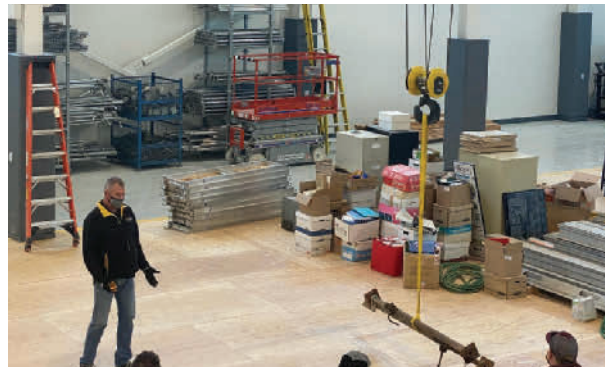
All of our Local Unions offer training to all members at their respective Local training centres.

The courses offered include health and safety training as well as introduction courses to the various types of work we perform. The levels of expertise range from basic to advanced.

Each Local has the training capabilities to get our members the certifications and foundational skills they need to begin working on a jobsite.



Local 1669 Training Centre - Thunder Bay, ON



Local 249 Training Centre - Kingston, ON

Our Specialized Training Delivery Agents

The Carpenters currently have five designated Training Delivery Agents (TDAs) across Ontario. They are located in Toronto, Ottawa, Hamilton, London, and Sudbury.

These TDAs offer our apprentices the ability to do the in-class portions of their apprenticeship at their Union training centres.

Whether they are TDAs or not, all our training centres offer a variety of specialized courses, including: Blueprint Reading, First Aid, Commercial Doors and Trim, Forklift, Power Elevated Work Platforms, Supervisory Basics, and many more!



Local 93 and Local 2041 Training Centre - Ottawa, ON



Local 2486 Training Centre - Sudbury, ON

DIVERSITY IN OUR TRADES

The Carpenters' Union works with a number of different organizations to increase the presence of groups not traditionally represented in the construction workforce.

Afro Canadian Contractors Association

ACCA's mandate is to increase the presence of Black contractors in the construction industry. They welcome members from all trades, from suppliers to tradespersons who wish to gain exposure in the industry.

Coalition of Black Trade Unionists

The CBTU is an organization that works to advocate and provide more opportunities for Black union members working in the skilled trades.

Indigenous Groups

All of our Local Unions, but especially those in Northern Ontario, work with the Aboriginal Apprenticeship Board of Ontario to promote the skilled trades as a career in Indigenous communities. We understand that in order to do so it is critical to engage in meaningful dialogue with leaders to ensure that their culture and traditions are respected. In an effort to recruit, train, and place Indigenous Canadians in skilled trade positions in the Ontario nuclear power sector, Carpenters' Union Local 2222 is working with industry partners, including the First Nations Power Authority, to open doors in the skilled trades and create jobs at the Bruce Nuclear Power Station.





COMMUNITY BENEFITS



Toronto Community Benefits Network

TCBN advocates having a minimum of 10% of the hiring on major infrastructure projects going to women, members of the BIPOC community and other equity-seeking groups. In Toronto there are currently seven large projects under community benefit agreements, totaling about \$15B. The CDCO works closely with TCBN to ensure young people and underrepresented groups get the chance to build their own communities.



Helmets to Hardhats

Helmets to Hardhats (H2H) Canada is a registered not for profit organization providing opportunities in the construction and related industries for serving, transitioning and former military. H2H is the leading construction industry gateway for the men and women who have served in Canada's military. The CDCO is proud to support our veterans and such a great organization.



Renos for Heroes

Renos for Heroes is an organization that builds "Quality of Life" renovations for Canadian veterans that are not covered by the government. This includes wheelchair accessible outdoor spaces such as decks and pool areas as well as modifications to make a soldier's favourite space in their home wheelchair accessible. The Carpenters' Union helps fundraising as well as building these projects for our injured Canadian heroes.

SISTERS IN THE BROTHERHOOD

Sisters in the Brotherhood (SIB) is an organization run through our Union to support our female members by providing assistance in obtaining craft training and leadership skills, by being advocates on Women's issues, and by mentoring new and potential members. SIB helps to create a safe space for Sisters to learn in and find solidarity in one another.

We meet monthly on the last Tuesday of each month!
Our meetings are from 7-8pm EST and held via Zoom.



REBECCA MCDONALD
Sisters in the Brotherhood Chair

The Sisters in the Brotherhood's strategic goals are:

- Organizing and Recruiting
- Member Retention
- Education and Development
- Political and Legislative Action
- Communication and Public Involvement

Hello Future Sisters!

As someone who has been on job sites since I was 10, been a Local 93 Ottawa member for almost 10 years working in concrete formwork and now a mum of 2, I know the struggles women face in their workplaces within this industry.

We are making changes! Job sites are safer than they have ever been through mental health training, Equity, Diversity and Inclusion training and health & safety regulations.

The Construction Industry is evolving and it is the Carpenters' Union that is pushing this evolution.

If you have ever thought about becoming a member, now is the time to go for it! Please reach out to your nearest Local Union or email me for next steps at: rmcdonald@thecarpentersunion.ca



WOMEN IN OUR INDUSTRY

In 2021, there were approximately:

- 140,000 women employed in Canada's construction industry
- Of the 1.1 million tradespeople employed in the industry, women only make up 5% of on-site employees

At the CDCO, we understand our responsibility to work on making the skilled trades more inclusive.

One of the ways the UBCJA has supported the Sisters in our Union is through hosting our annual Sisters in the Brotherhood Conference. The "Seize the Opportunity" theme for 2022 captured the resilience of tradeswomen who have long carved a path for themselves in a male-dominated industry. With over 500 attendees, it was a huge success and offered a great chance for our Sisters across North America to connect and hear from special guest speakers and industry leaders!

Our members at the
"Seize the
Opportunity" UBC
Sisters in the
Brotherhood
Conference held from
August 4-7, 2022 at
the UBC International
Training Center in Las
Vegas, NV



Alexandra Kelloway
16-year member
CCAT Scaffolding Instructor



Maria Dulce Coelho
29-year member
Local 675



Creifung Chin-Hall
8-year member
Local 675

THE CARPENTERS' UNION TAKING ACTION

All of our Local Unions are committed to taking proactive steps to make construction sites in Ontario better and safe places for everyone to work.

For example, Local 27 has issued the Charter of Inclusive Workplaces & Communities, outlining our commitment to standing up for the rights and dignity of all in order to promote inclusive, equitable, safe, and respectful workplaces and communities.

CHARTER OF INCLUSIVE WORKPLACES & COMMUNITIES



Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

- 1** Anti-Black and all other forms of racism, xenophobia, Islamophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- 2** Discrimination and acts of hate against union members and others marginalizes and excludes them from participating fully in our unions, workplaces and their communities.
- 3** The dignity of every member is essential to a healthy and vibrant union and workplace.
- 4** We will continue to work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry.
- 5** We must work together to nurture inclusive workplaces and strengthen our shared commitment to our shared values of equality, respect, justice, and dignity for all.

If you experience or observe racist behavior, racial harassment or hate crime – contact your union rep / steward / union immediately for support and representation! Racism is not acceptable – not now, not ever!

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TORONTO'S DECLARATION OF INCLUSIVE WORKPLACES & COMMUNITIES

In addition to Local 27's Charter, the Carpenters' Union has worked in collaboration with the City of Toronto and Mayor John Tory to create the Declaration of Inclusive Workplaces & Communities.

It reaffirms:

- The dignity of every person is essential to a safe workplace
- There is no place in our communities for any form of racism
- Our industry has zero tolerance for discrimination

The declaration has been endorsed by over 35 other industry leaders.

"I want to thank the Carpenters' Union for working in collaboration with the City and other industry partners to create the Declaration of Inclusive Workplaces and Communities. This mandate is one step we are all taking to end all forms of hatred, discrimination and racism on jobsites and ensuring all workplaces and communities are inclusive, equitable, safe and respectful. Diversity is Toronto's biggest strength and promoting inclusion in the construction industry will be critical to expanding skilled trades and making it more open to youth who may be interested in pursuing their career in the trades."

- Mayor John Tory



Mayor John Tory with Local 27 President, Paul Daly (L) and CDCO President, Mike Yorke (R)

Read the Declaration of
Inclusive Workplaces &
Communities here:



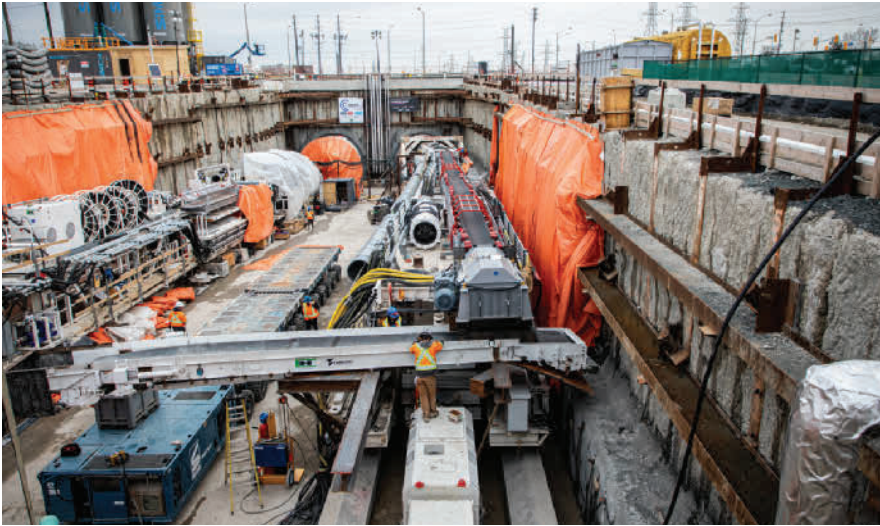
THE INFRASTRUCTURE WE BUILD



The Smoky Falls Dam Safety Project that will rehabilitate the 100-year-old spillway on the Lower Mattagami River - Kapuskasing, ON



Scaffolding work on Parliament Hill's Rehabilitation Project is done by Local 93 carpenters - Ottawa, ON



**Local 27 carpenters
work on the \$5.5B
Eglinton Crosstown
LRT Project that will
see 25 new stations
once it has been
completed -
Toronto, ON**



**The SickKids
Hospital Patient
Support Centre in
downtown Toronto
is built by our Local
27 members-
Toronto, ON**



**Construction
of 7.7 acres
of retail,
office, and
residential space in
Toronto's
King West
area -
Toronto, ON**

EVENTS



Labour Day Parade 2022 - Toronto, ON



Caribbean Festival 2022 - Toronto, ON



Labour Day Parade 2022 - Ottawa, ON



Pride Parade 2022 - Toronto, ON

The CDCO is proud to support our members of all different backgrounds.

We participate in annual events and celebrations across Ontario, including Labour Day Parades, the St. Patrick's Day Parade, the CHIN Picnic, Indigenous Peoples Day, the Taste of the Danforth, the Toronto Caribbean Carnival, the Pride Parade and more.

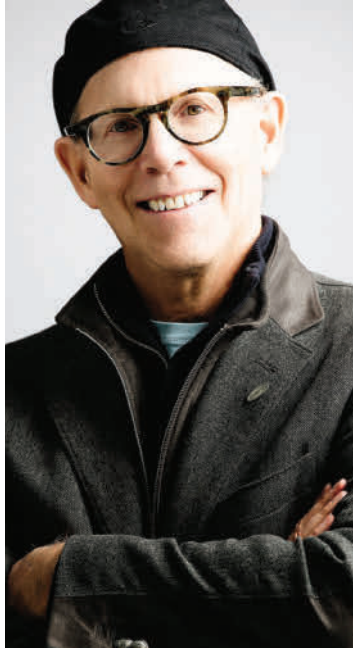
Follow us on social media to join us at our next event!
@carpentersont





SOCIAL IMPACT SPOTLIGHT:

The Daniels Corporation



Mitchell Cohen
President and CEO
The Daniels Corporation

Daniels
love where you live™

"We have teamed up the Carpenters' Union and other industry partners to promote inclusive local economic development within our new communities.

We continue to support local engagement and empowerment programs, such as Creating Real Apprenticeships for Toronto (CRAFT) and Moving Towards Opportunity (MTO).

Our goal is not just to create jobs, but long-term career paths for people of all ages and backgrounds who will build the homes that make up their community.

Our industry has the power to make a difference in people's lives. Developers across Ontario have a responsibility to ensure we are building equitable communities."

- Mitchell Cohen
President and CEO



Artworks Tower

Artworks Tower is a 32-story project being constructed by Daniels in Toronto's Regent Park neighbourhood. It was built in accordance with Toronto's Regent Park Revitalization initiative. It is a residential development consisting of one to three bedroom units and boasts 10,000 square feet of office space.

SOCIAL IMPACT SPOTLIGHT:

PCL Constructors Canada Inc.



Marc Pascoli
Senior Vice President and District
Manager
PCL Constructors Canada Inc.



CONSTRUCTION

"We recognize everyone's journey through life is not the same. To construct buildings for diverse communities, it's important to include people of all backgrounds to ensure their perspectives and experiences are seen, heard and reflected in our work.

We take pride in participating in initiatives led by our Diversity, Equity and Inclusion Team and partnering with community-based organizations to help create a more diverse, equitable and inclusive space within the construction industry and beyond."

- Marc Pascoli
Senior Vice President and District Manager



Lakeridge Gardens
Lakeridge Health's new long-term care home is a PCL project in Ajax, Ontario, built in just 13 months. It is a six-story, 320-bed state-of-the-art care facility that serves seniors throughout the Durham Region.



SOCIAL IMPACT SPOTLIGHT:

EllisDon



Laura Beneteau
Assistant Superintendent
and Core Leader of 2gether
EllisDon

"We all have a responsibility to be ambassadors for EDI. It does not need to be complicated or difficult. It means being respectful, even when you disagree, and also sharing the tools and resources you have to give other people around you both the opportunity and support required to be successful.

EllisDon's 2gether group is focused on improving gender equality within our organization through guest speakers, community partnerships and improving internal operations. We have created a community where people are able to learn without fear of judgment, share personal experiences and feel heard."

- Laura Beneteau
Assistant Superintendent, Core Leader of 2gether



The Well

The Well is Canada's largest mixed-use development and EllisDon is constructing the largest tower in the development, Building G. It will rise 39 stories and consist primarily of office space, but include retail space and a restaurant on the 38th floor.
Photo Credit: Paul Casselman





JOIN OUR






SAFE, WELCOMING AND INCLUSIVE TO EVERYONE.

CONTACT CHRIS CAMPBELL FOR INFORMATION!

T: 416 305 6599 or E: ccampbell@thecarpentersunion.ca

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