

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ



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November 15, 2018

To All IBEW First District Local Unions

Greetings:

In the lead up to the 2015 federal election, the IBEW had worked with both the NDP and Liberal parties to advocate for certain items to be included in their election platform, one of those items was to restore a Federal Fair Wages Act. Following the success of the Liberal Party in the 2015 Federal election, the Prime Minister issued mandate letters to each Minister. The Minister of Employment, Workforce Development, and Labour has completed 4 out of 5 asks that the IBEW and the labour movement advocated for, the only issue not yet accomplished is restoring the Federal Fair Wages legislation that was axed by the Harper Conservatives for their friends at the Merit Shop; a small but powerful group of anti-union contractors.

The Government of Canada's <u>Labour Program</u> would like your opinion on what a modern fair wages policy should look like – please complete their <u>online survey</u> by **Friday December 7, 2018** to have your say.

A fair wages policy typically requires that contractors pay their employees at least the prevailing wage for their occupation in a given region. The goal of such a policy is to prevent suppliers from competing for government contracts on the basis of substandard wages. This legislation would help even the playing field for our union contractors bidding against unscrupulous open shop contractors who pay their employees the bare minimum.

Until 2014, the federal government had a fair wages policy under the <u>Fair Wages and Hours of Labour Act</u>, which covered contractors and subcontractors in the construction, remodeling, repair or demolition industries. With close to \$25 billion in spending every year, the Government of Canada is looking to leverage its procurement contracts to help improve the lives of Canadians.

The federal government is seeking the views of Canadians in three different areas:

- Who should be covered by this policy?
- What should the policy require?
- How should this policy be enforced?

By completing the federal governments <u>online survey</u> by **December 7, 2018**, the IBEW will help the federal government gain a better understanding of how best to move forward with a new policy.

I encourage you to share this survey widely with our members, our local and Provincial Building Trade affiliates, our contractors and their associations.







Please find attached a document created capturing screen shots of the survey to help you prepare your answers before logging on to the complete the survey.

Should you have any questions, please direct them to your IBEW International Service Representative or to the folks at ESDC at the following email address:

EDSC.SalairesJustes-FairWages.ESDC@hrsdc-rhdcc.gc.ca

In solidarity,

Tom Reid

International Vice President

TR/ln

Encl.

cc: First District International Representatives

IBEW, Construction Council of Ontario

IBEW, System Council #11

FEDERAL GOVERNMENT CONSULTATION ON A MODERN FAIR WAGES POLICY (2018)

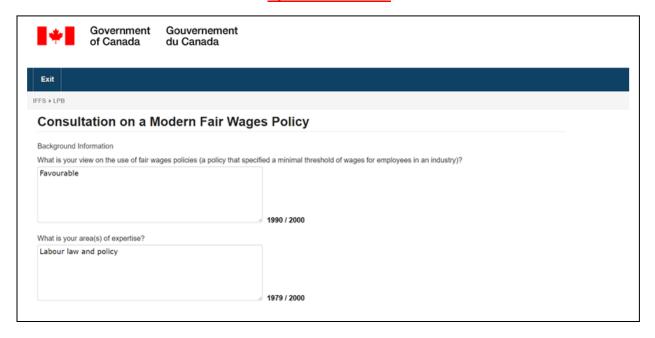
The following questions below are screen shots from the link provided in the email by the Employment and Social Development Canada (ESDC) Ministry within the Government of Canada. This document is only to assist our IBEW members in preparing to answer the survey questions provided by ESDC on how to best Modernize the Federal Fair Wages Policy.

*It should be noted that any answers found in the examples below either by a bullet being selected or text in a comment box was only to provide a sample for this document and in no way is intended to substitute for your answers.

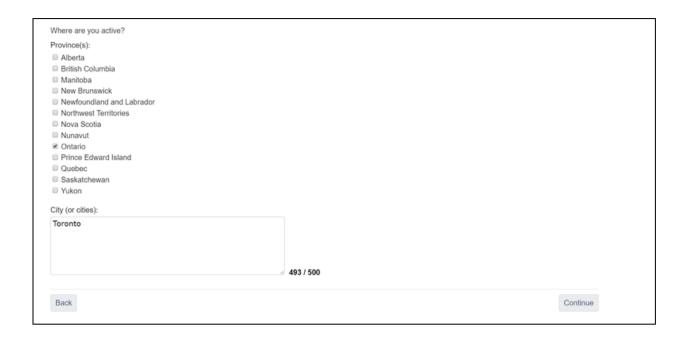
Question 1



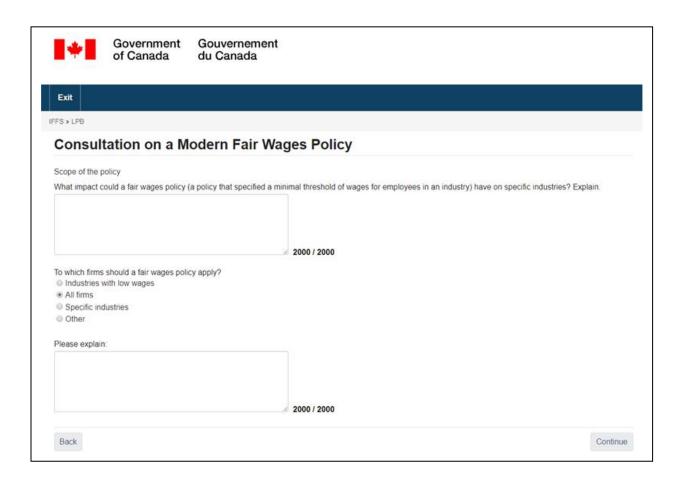
Questions 2 & 3



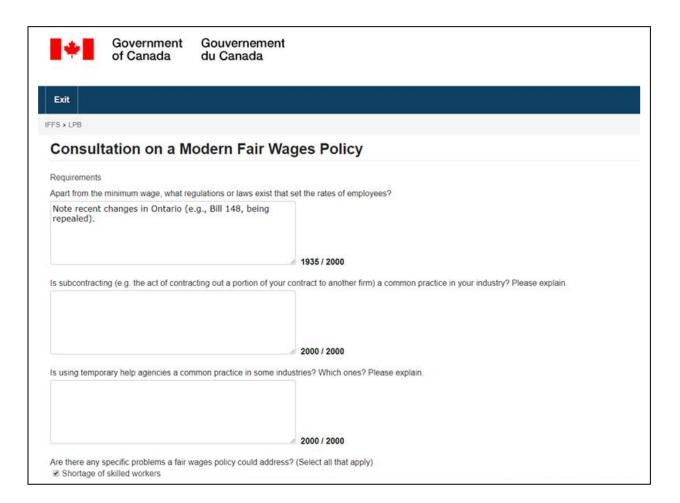
Questions 4 & 5



Questions 6 & 7



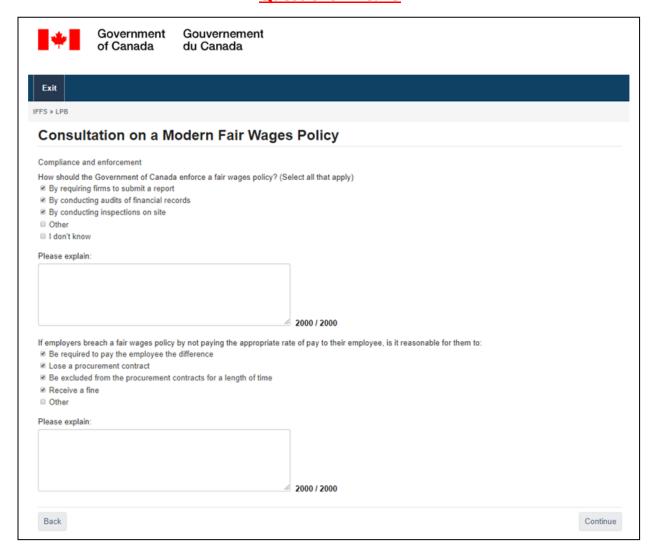
Questions 8-10



Questions 11-13

Is using temporary help agencies a common practice in some industries? Which ones? Please explain.	
2000 / 2000	
Are there any specific problems a fair wages policy could address? (Select all that apply) ☑ Shortage of skilled workers	
■ Diversity and inclusion	
Other	
Please explain:	
1999 / 2000	
How would a policy setting prevailing wage affect employees?	
How would a policy setting prevailing wage affect employees?	
2000 / 2000	
Back	Continue

Questions 14 & 15



Questions 16 – 17

