

Item 10.3.2

January 11th, 2020

HALIFAX REGIONAL
MUNICIPALITY

JAN 11 2021

MUNICIPAL CLERK

Municipal Clerks Office

Date Distributed: January 13, 2021

CPED, Solicitor

Other: N/A

Councillor Lisa Blackburn

Chair of Community Planning and Economic Development Standing Committee

Halifax Regional Municipality

Councillor Sam Austin

Vice-Chair of Community Planning and Economic Development Standing Committee

Halifax Regional Municipality

Dear Councillors Blackburn and Austin,

On behalf of the Construction Association of Nova Scotia, the Nova Scotia Road Builders Association, and the Nova Scotia Home Builders Association, we are writing to express our vast concerns with the Fair Wage/Living Wage framework passed by Halifax Regional Municipality's Regional Council.

We have had numerous discussions with your procurement staff, and we were advised that the appropriate next step would be to present our concerns to the Community Planning and Economic Development Standing Committee. Please accept this letter as our formal request to present our concerns to your group.

Our concerns with the current structure of Living Wage as accepted by HRM Council on July 7th, 2020 include, but are not limited to:

- Lack of consultation with industry groups
- Limited scope of research
- Impact on the competitive landscape for those navigating between contract work with HRM and non-HRM contracts
- Limitations on small and medium business (staffing complications, administrative burden, etc.)
- Reducing the number of contractors willing to bid HRM work
- Impact of payrate for contractor employees at all levels of their companies
- Impact on HRM budget (elevated costs to achieve the same outcome)
- Impact on the amount of work that can get done (less work done for same budget amount)
- Undue expense to taxpayers

While the current contracting areas do not cover what is considered the core construction industry, they do impact Solid Waste Services and Snow and Ice Management, which impact our collective members. We have great concern that this will expand to cover more areas over time, impacting many more of our members. When this specific concern was raised in a meeting with councillors, it was verbally confirmed as the long-term intention and that it was up to our industry to "deal with it."

We would appreciate the opportunity to have a productive discussion with your standing committee and look forward to meeting with you.

Sincerely,



Scotia

Original Signed

Melody Hillman
Acting President & CEO – Construction Association of Nova



Original Signed

Grant Feltmate
Executive Director – Nova Scotia Road Builders Association



Original Signed

Karen Slaunwhite
Executive Director – Nova Scotia Home Builders Association

cc: Councillor Trish Purdy Councillor Lindell Smith
Councillor Patty Cuttell Councillor Pamela Lovelace
Legislative Assistant Simon Ross-Siegel