

**Community Planning and Economic Development**  
**Standing Committee**

**Living Wage Framework Discussion**

**January 28, 2021**

## WHO WE ARE

---

**The Construction Association of Nova Scotia** represents companies throughout Atlantic Canada that build, renovate and restore non-residential buildings, roads, bridges and other engineering projects.



**Nova Scotia Road Builders Association** represents member companies comprised of heavy civil, marine, sewer and water contractors and their industry suppliers.



**Nova Scotia Home Builders Association** represents member firms made up of professional builders, renovators, developers and many other stakeholders in the residential construction industry.



## WHO WE REPRESENT

---

Combined, our Associations represent more than 1,230 member companies in the non-residential and residential construction industries.

The construction industry employs over 36,000 people across Nova Scotia.

## HOW WE GOT HERE

---

- Consultations on Social Procurement (*did not include Living Wage*)
- Meeting with Councillor Cleary and Councillor Smith
- Meeting with CAO
- Meetings with HRM Procurement Staff
- Meeting with HRM Procurement and the Canadian Construction Association for national perspective
- Meeting with CPED Standing Committee

## OUR CONCERNS

---

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

- Lack of consultation with industry groups
- 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.)
- Impact of payrate for contractor employees at all levels of their companies
- Reducing the number of contractors willing to bid HRM work
- Limited scope of research
- 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

## DISCUSSION & QUESTIONS

---

## THANK YOU

---

## CONTACT US

---

**Melody Hillman**

Acting President & CEO - Construction Association of Nova Scotia

**Grant Feltmate**

Executive Director - Nova Scotia Road Builders Association

**Karen Slaunwhite**

Executive Director - Nova Scotia Home Builders Association