

Community Planning and Economic Development Standing Committee

Item 10.3.1

HRM's Fair Wage/Living Wage and Social Value
Framework



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Nova Scotia - Industrial-Commercial-Institutional Construction Sector

Unionized Sector

Non-Unionized Sector



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Build Right Nova Scotia
Contacts:
Brad Smith & Calum MacLeod
Represents: approx. 350 Unionized Contractors/ Employers & 11,000 Unionized Tradespeople



Nova Scotia Construction Labour Relations Association
Contact: Robert Shepherd
Represents: 350 Unionized Contractors/Employers



Cape Breton Island Building & Construction Trades Council
Contact: Jack Wall
Represents: 3,500 Unionized Tradespeople



Mainland Nova Scotia Building & Construction Trades Council
Contact: Brad Smith
Represents: 7,500 Unionized Tradespeople



Construction Association of Nova Scotia
Contact: Duncan Williams
Represents: approx. 500 Contractors/Employers (800+ total members including Non-Construction Organizations) (membership based)



Nova Scotia Construction Sector Council - ICI
Contact: Trent Sohlt
Represents: Labour & Management in Unionized Sector & undertakes projects for whole industry

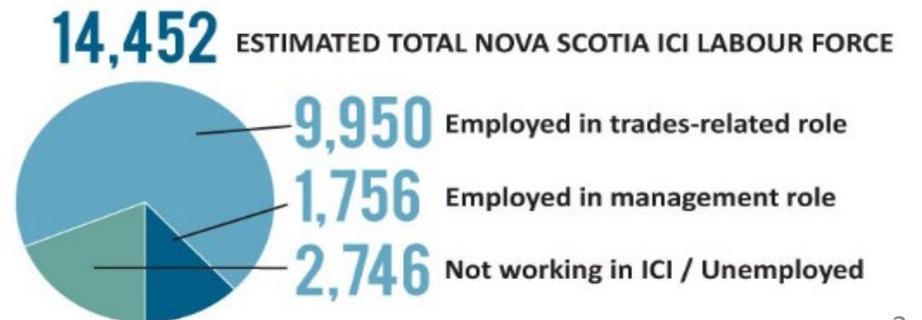


Merit Nova Scotia
Contact: Paul Dube
Represents: 135 Contractors/Employers/Non-Construction Organizations (membership based) in ICI & Residential with 2,000 workers



Unorganized Workforce
Total contractors and workers unknown
Other organizations

2015 Labour Market Assessment



What Does Fair Wage/Living Wage Mean for ICI Construction

- Lowest Bid is not always best value
 - Short-term cost versus long-term investment
 - Workers
 - Community
- “Optimizing the expenditure to build both infrastructure AND the community that infrastructure is there to serve”
- CBA’s, of which Fair/Living Wage is a component, typically deliver \$1.80 in economic benefit for each \$1.00 spent

Procurement Policies and Practices Have Evolved



1850 - 1970
Traditional/Business Focus



1970 - 2000
Added **Environment**



2000 - present
Added **Social** to create sustainable procurement

Cost vs. Value

- Provides a level playing field for all contractors
 - Contractors who currently pay Living Wages are more likely to bid on HRM projects as they do not have to discount the value of their workers to be competitive
 - Contractors must compete on safety, quality and the ability to deliver the project on time and on budget
 - To compete on value you must invest in workers (training/apprenticeship)
 - In competitive labour environments it helps attract new workers
 - Unionized construction sector represented by Build Right NS workers are paid Living Wages or more determined through collective bargaining - all workers and all contractors treated equally

Opportunities for the Future

- Expand Community Benefit Agreements similar to the Province of NS
 - Virtually every government department has something to do with social prosperity – NS Framework for Social Prosperity
 - Local workforce development is an investment in the local economy
 - The Province of NS has implemented the following minimum measures for Cape Breton infrastructure investment:
 - 25% of all designated trade/craft hours must be performed by registered apprentices
 - 10% of apprenticeship trade/craft hours to be performed by underrepresented groups
 - All trade/craft hours worked to be performed by a certified Trades Person (Journey person) or registered Apprentice
 - 10% of all workforce to consist of underrepresented groups

Questions?



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