ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **1323-25-R**

Ontario Association of Demolition Contractors Inc., Applicant v Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089, Responding Party

BEFORE: Jack J. Slaughter, Vice-Chair

DECISION OF THE BOARD: March 25, 2026

1. This is an application for accreditation made pursuant to section 134 of the *Labour Relations Act, 1995*, S.O. 1995, c.1, as amended (the "Act") in which the applicant initially sought to be accredited as the bargaining agent of all employers of employees for whom Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089 (the "Labourers"), has bargaining rights and who are engaged in the wrecking, demolition, dismantling, salvage, abatement or remediation of all manner and types of buildings, structures, equipment, soils, materials or things (and work normally associated with or incidental thereto) in all sectors of the construction industry in the Province of Ontario, save and except employers bound by and performing work under certain specified collective agreements. This application was filed on August 1, 2025 (the "AFD").

2. In response to concerns raised by the Board in its decision of February 2, 2026, with respect to this application potentially applying to the industrial, commercial and institutional ("ICI") sector of the construction industry in light of subsection 162(2) of the Act, which provides that there can be no other agreement than a Provincial ICI Agreement applicable to the ICI sector, by letter dated March 23, 2026,

the applicant seeks to amend the proposed bargaining unit to the following:

> All employers of employees for whom the Labourers' International Union of North America, Ontario Provincial District Council, and its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059, 1081 and 1089 holds bargaining rights and who are engaged in the wrecking, demolition, dismantling, salvage, abatement or remediation of all manner and types of buildings, structures, equipment, soils, materials or things (and all work normally associated with or incidental thereto) in all sectors of the construction industry in the Province of Ontario save and except the industrial, commercial and institutional sector and save and except employers bound by the following collective agreements between:
>
> - *Building Restorations and Associated Work Contractors and the Labourers' Union of North America, Local 183*
>
> - *Concrete Cutting & Drilling Association of Ontario and the Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089*
>
> - *Construction Labour Relations Association of Ontario; Ontario Masonry Contractors Association; Industrial Contractors Association of Canada; Waterproofing Contractors Association of Ontario; Cement Finishing Labour Relations Association and Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council, On Behalf of its Affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089*
>
> - *Durham Residential Construction Labour Bureau and the Labourers' Union of North America, Local 183*
>
> - *Electrical Power Systems Construction Association and the Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions, 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089*

- *Masonry Contractors Association of Toronto Inc. and Masonry Council of Unions, Toronto & Vicinity*

- *Metropolitan Toronto Apartment Building Association and the Labourers' Union of North America, Local 183*1

- *Ontario Formwork Association and Formwork Council of Ontario*

- *Ontario Precast Concrete Manufacturers' Association and the and Labourers' International Union of North America and the Labourers' International Union of North America, Ontario Provincial District Council, On Behalf of its Affiliated Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059 and 1089*

- *Residential Floor Levelling Association and the Labourers' Union of North America, Local 183*

- *Residential Framing Contractors Association of Metropolitan Toronto and Vicinity and the Labourers' Union of North America, Local 183*

- *Residential Low-Rise Forming Contractors Association and the Labourers' Union of North America, Local 183*

- *Residential Tile Contractors Association and the Labourers' Union of North America, Local 183*

- *The Central Southwest Ontario Heavy Civil Construction Association and the Tri-Local Heavy Civil Construction Council and its affiliates, Labourers' International Union of North America, Locals 183, 837 and 1059*

- *The Greater Toronto Sewer and Watermain Contractors' Association and A Council of Trade Unions Acting as the Representative and Agent of Teamsters' Local Union 230 and Labourers' International Union of North America, Local 183*

- *The Heavy Construction Association of Toronto and Labourers' International Union of North America, Local 183*

- *The Heavy Construction Association of Windsor and Labourers' International Union of North America, Ontario Provincial District Council, Local 625*

- *The National Capital Road Builders Association and A Council of Labour Unions representing International Union of Operating Engineers, Local 793, Labourers' International Union of North America, Local 527 and Teamsters Local Union 91 Affiliated with the International Brotherhood of Teamsters*

- *The Ontario Concrete and Drain Contractors Association and Labourers' International Union of North America, Local 183*

- *The Provincial Civil Agreement between Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions 183, 493, 527, 607, 625, 837, 1036, 1059 and 1089, and various Signatory Employers*

- *The Roads and Heavy Construction Agreement between Green Infrastructure Partners (GIP) and Labourers' International Union of North America, Local 183*

- *The Sewer and Watermain Agreement between Taggard Construction Limited and Labourers' International Union of North America ,Local 183*

- *The Utility Contractors' Association of Ontario and The Labourers' International Union of North America, Ontario Provincial District and its affiliated Local Unions, 183, 493, 527, 607, 625, 837, 1036, 1059 and 1089*

- *Toronto and Area Road Builders' Association and A Council of Trade Unions Acting as the Representative and Agent of Teamsters' Local 230 and Labourers' International Union of North America, Local 183*

- *Toronto Residential Construction Labour Bureau and the Labourers' Union of North America, Local 183*

3. The Board finds that the applicant's proposed amended bargaining unit could be appropriate for collective bargaining and hereby grants leave to the applicant to amend the bargaining unit description to that set out in paragraph 2 herein.

4. However, the Board has not finally determined whether the description of the amended bargaining unit is an appropriate bargaining

unit within the meaning of section 135(1) of the Act. The Board will make that determination after the Employer Filing Date or at the hearing, if one is scheduled.

5. The Board hereby refers this matter back to the Registrar and the Manager, Field Services, for processing in the normal course.

6. This panel is seized.

"Jack J. Slaughter"
for the Board