



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: July 31, 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 seeks 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 the industrial, commercial and institutional sector and 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. The Board finds that the applicant is an employers' organization within the meaning of sections 1(1) and 126 of the Act, and meets the requirements to be accredited as a properly constituted employers' organization under subsection 136(3) of the Act. The Board further

finds that the responding party is a trade union within the meaning of sections 1(1) and 126 of the Act.

3. Section 135 of the Act requires the Board, upon an application for accreditation, to determine "the unit of employers that is appropriate for collective bargaining in a particular geographic area and sector...". Section 135 also provides that the Board, in making that determination, "need not confine the unit to one geographic area or sector but may, if it considers it advisable, combine areas or sectors or both or parts thereof."

4. In a decision dated May 20, 2026, the Board directed the applicant to provide notice to all the employers the responding party had listed on Schedule "E" to its response and to any other employers the applicant believed may be affected by this application. The Board did not require the responding party to file a Schedule "F" as neither the Act nor the Board's Rules of Procedure any longer require the service and filing of a Schedule "F" in an accreditation application. In addition, the parties further agreed that the notice (along with a copy of the application, response and all Board decisions) would be made accessible on the Board's website. The Board further directed that a copy of the notice would be included as an advertisement in four publications utilized by contractors 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 the industrial, commercial and institutional sector.

5. The applicant has confirmed that it placed the notices as directed by the Board.

6. Having regard to the foregoing, the Board is satisfied that the applicant has met its obligation to provide reasonable notice to any person or employer that may be affected by this proceeding.

7. In the May 20, 2026 decision, the Board set an Employer Filing Date of June 26, 2026, by which time any affected employer wishing to

participate in the application was required to serve and file specified materials, including a Form A-94, Employer Filing, Application for Accreditation, Construction Industry, along with the required Schedule "A" to the Form A-94. The Board received such materials from 34 employers by the Employer Filing Date. No employer objected to the application. All 34 employers indicated that the applicant was entitled to bargain on their behalf. In these circumstances, the Board is satisfied that it can make a final determination of this matter without a hearing based upon the materials filed with the Board.

8. An employers' organization may seek accreditation as a bargaining agent of employers in the construction industry under section 134 of the Act only if a trade union or council of trade unions within the meaning of section 126(1) of the Act holds bargaining rights, whether by certification or voluntary recognition, in respect of a bargaining unit of employees working in the construction industry employed by more than one employer operating a business in the construction industry and that union or council of unions entered into collective agreements with more than one such employer applicable to a bargaining unit of such employees. Section 134 of the Act provides:

Where a trade union or council of trade unions has been certified or has been granted voluntary recognition under section 18 as the bargaining agent for a unit of employees of more than one employer in the construction industry or where a trade union or council of trade unions has entered into collective agreements with more than one employer covering a unit of employees in the construction industry, an employers' organization may apply to the Board to be accredited as the bargaining agent for all employers in a particular sector of the industry and in the geographic area described in the said certificates, voluntary recognition documents or collective agreements, as the case may be.

9. In order to obtain accreditation, the applicant must establish it meets the conditions prescribed by section 136(3) of the Act, and also satisfy the Board that it represents a majority of the employers in the unit of employers the Board has determined is appropriate for collective bargaining and that those employers it represents employed a majority of the employees who were on the payrolls of the employers in the

bargaining unit during the week immediately preceding the application date (or such other payroll week as established by the Board).

10. Section 136(3) of the Act provides:

Before accrediting an employers' organization under subsection (2), the Board shall satisfy itself that the employers' organization is a properly constituted organization and that each of the employers whom it represents has vested appropriate authority in the organization to enable it to discharge the responsibilities of an accredited bargaining agent.

11. The "double majority" requirement the applicant must satisfy to obtain accreditation is set out in sections 136(1) and 136(2) of the Act:

(1) Upon an application for accreditation, the Board shall ascertain,

(a) the number of employers in the unit of employers on the date of the making of the application who have within one year prior to such date had employees in their employ for whom the trade union or council of trade unions has bargaining rights in the geographic area and sector determined by the Board to be appropriate;

(b) the number of employers in clause (a) represented by the employers' organization on the date of the making of the application; and

(c) the number of employees of employers in clause (a) on the payroll of each such employer for the weekly payroll period immediately preceding the date of the application or if, in the opinion of the Board, the payroll period is unsatisfactory for any one or more of the employers in clause (a), such other weekly payroll period for any one or more of the said employers as the Board considers advisable.

(2) If the Board is satisfied,

(a) that a majority of the employers in clause (1) (a) is represented by the employers' organization; and

(b) that such majority of employers employed a majority of the employees in clause (1) (c),

the Board, subject to subsection (3), shall accredit the employers' organization as the bargaining agent of the employers in the unit of employers and for the other employers for whose employees the trade union or council of trade unions may, after the date of the making of the application, obtain bargaining rights through certification or voluntary recognition in the appropriate geographic area and sector.

12. No party has taken objection to the proposed bargaining unit described in the Board's decision dated May 20, 2026. Having regard to section 135 of the Act and the agreement of the parties, the Board determines the following unit of employers to be appropriate for collective bargaining:

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 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
- Brook Restoration Ltd. 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
- 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 1831
- Ontario Formwork Association and Formwork Council of Ontario
- Ontario Precast Concrete Manufacturers' Association and the 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 Railing Association and Labourers' International Union of North America, Local 183
- 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 Independent Unionized Landscape Contractors' Association and Labourers' International Union of North America, Local 183
- 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 Railroad Contractors Association and the Labourers' International Union of North America, Ontario Provincial District Council on behalf of Local Unions 183, 493, 506, 527, 607, 625, 837, 1036, 1059, and 1089
- 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 Residential Hardwood and Carpet Association and Labourers' International Union of North America, Local 183
- 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

13. The Board finds that the documentary evidence filed by the applicant in accordance with the Board's Rules of Procedure is sufficient to prove that each of the employers it represents has authorized it to act as their bargaining agent in collective bargaining with the responding party.

14. Based on the parties' representations and the materials filed with the Board, the Board is satisfied that the Final Schedule "E" is comprised of the following 34 employers:

Schedule "E"

Alliance Impex Inc.
Biggs & Narciso Construction Services Inc.
176026 Canada Inc.
Colin's Haulage Inc.
CLC Infrastructure Inc.
Controlled Demolition Group Inc.
Curmann Contracting
Delsan-A.I.M. Environmental Services Inc.
Environmentall Contracting Services Inc.
Dewar Industrial Services
Green Infrastructure Partners Inc.
G&N Contracting
Inflector Environmental Services
Interprovincial Insulation Inc.
I & I Construction Services Limited
JMX Contracting Inc.
JMX Environmental Inc.
Jobi Construction Ltd.
Jones Group Ltd.
Orin Demolition Inc.
R.C White Ltd.
Priestly Demolition Inc.
Square 88 Contracting Inc.

TISI Canada Inc.
QM LP (DBA QM Environmental)
Tower Interior Contracting Inc.
360 Demolition and Environmental Services
Triple M Demolition Inc.
Titan Demolition Inc.
United Wrecking Inc.
Wayne & Harold Smith Construction Limited
Schouten Excavating Inc.
Vertical Access Solutions Inc.
York1 Demolition Ltd.

15. The applicant filed documentary evidence establishing that it represents 34 of the 34 employers listed on Schedule "E". The Board therefore finds that the applicant represented a majority of the employers in the bargaining unit of employers that had employees for whom the responding party held bargaining rights performing work coming within the scope of the bargaining unit within one year prior to the application date. The applicant has therefore satisfied the condition set out in section 136(2)(a) of the Act as the first prerequisite for obtaining accreditation.

16. Sixteen of the 34 employers filed an Employer Filing in Form A-94 indicating they had employees on their payroll for the weekly pay period immediately preceding the date of the application. The total number of employees on the 16 employer filings is 243. All of the employers who had employees on their payroll for the weekly pay period immediately prior to the date of application are represented by the applicant. The employers represented by the applicant employed 243 of the 243 employees at work for Schedule "E" employers in the relevant time period. There is no information before the Board to indicate that any other affected employer employed any other affected employees in the relevant period. Hence, the majority of employers employed the majority of employees contemplated by section 136(1)(c) of the Act at the relevant time. Having regard to this information, the Board is satisfied that the applicant has satisfied the condition set out in section 136(2)(b) of the Act as the second prerequisite for obtaining accreditation.

17. In the result, the Board finds that the applicant has established the “double majority” requirement prescribed in section 136(2) of the Act to entitle it to be accredited as the exclusive bargaining agent of the employers coming within the bargaining unit described in paragraph 12 above. That is, the applicant has established it represents a majority of the employers in the bargaining unit of employers and that those employers employed a majority of the employees who were on the payrolls of the employers in the bargaining unit during the week immediately preceding the application date.

18. Pursuant to section 136(2) of the Act, the Board hereby accredits the applicant as the exclusive bargaining agent of the employers in the unit of employers set out in paragraph 12 above and for all other employers for which the responding party held bargaining rights as of the date of application and for all other employers for whose employees the responding party may, after August 1, 2025, the date this application was made, obtain bargaining rights through certification or voluntary recognition in the following bargaining unit:

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 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:

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- Brook Restoration Ltd. 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

- 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
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- 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 1831
- Ontario Formwork Association and Formwork Council of Ontario
- Ontario Precast Concrete Manufacturers' Association and the 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

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- 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 Independent Unionized Landscape Contractors' Association and Labourers' International Union of North America, Local 183
- 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
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- Toronto Residential Construction Labour Bureau and the Labourers' Union of North America, Local 183

19. In view of the fact that the Board waived the requirement to compile a Schedule "F" in this application, the Board wishes to stipulate that the issuance of the accreditation certificate herein does not prejudice or adversely affect, in any way, the responding party's bargaining rights with respect to employers who were not listed on Schedule "E", for whatever reason.

20. A certificate of accreditation shall issue to the applicant.

"Jack J. Slaughter"

for the Board