

2024 Labour Relations Overview

JUNE 21, 2024

FACILITATOR: HUGH SECORD



Managing risk
together



Oakbridges Labour Relations Strategists Inc.

- Established in 2005
- Management Consultants, experts in unionized environments
- Develop Industrial and Labour Relations Strategy to improve Organization Effectiveness in complex Environments.
- Assist in execution of the strategy.
- Deep experience preparing for and negotiating collective agreements and other industrial instruments.

Catalysts for our involvement include:

- Mergers, Acquisitions, Divestitures
- Large Capital Investment Projects
- Changes in key personnel
- Newly Organized (unionized) business units
- Identified need to improve organizational performance
- Organizational change initiatives





OUR CLIENTS



Safety Moment



Land Acknowledgement

Today, the Lake Rosseau area is home to several First Nations communities, including the Wahta Mohawks and the Shawanaga First Nation.

We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We make this acknowledgment as an act of reconciliation and gratitude to those whose territory we work in, reside on or are visiting.

Big News – Power Sector Mega-Projects

Darlington Refurbishment

SMR at Darlington (New Brunswick, Saskatchewan?)

Pickering Refurbishment

New Gas Plants

Bruce Power MCR Program

Big News – Electric Vehicles

Umicore Precursor Plant (Kingston) (\$2b+)

Honda EV Investments (\$15b)

VW St. Thomas (\$5b)

Stellantis Windsor (\$5b)

Mining Projects

LDC Challenges

Updating and expanding Infrastructure

Labour Supply

Upward pressure on Wages

Defining new roles (BU or Non-BU)

Unions out of touch with Membership

Increased risk of work disruptions

Labour Relations Challenges

In October 2023 AFIMAC, a leading provider of security services related to labour relations and employment, reported the following trends:

A perceived uptick in strike activity in the public sector;

Lump sum bonuses are often being rejected in favour of larger increases;

Union Executives are often not aligned with what the membership is seeking. This leads to tentative deals being rejected, even when recommended by union executives;

More and more new and younger union representatives at the table - lack of knowledge and understanding of the process creates challenges;

Communication – it has never been more important, where legally acceptable to communicate. The message the members are getting is often not an accurate reflection of how talks are going.

Labour Relations Challenges

Labour Supply

Technological shifts

Market Shifts

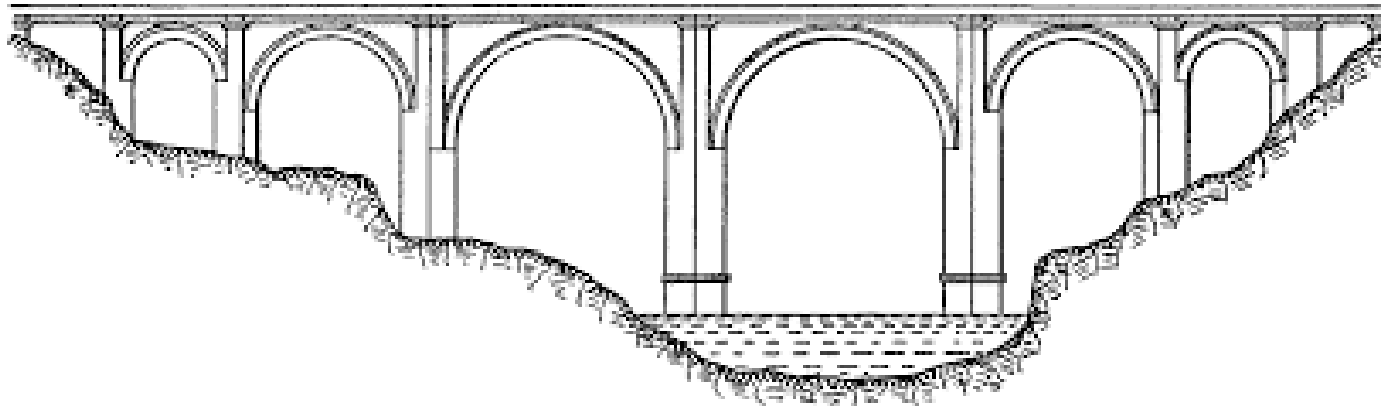
Working Remotely

Shifting Demographics – Loss of Institutional Knowledge

Labour Relations Challenges

What's on your mind?

Thank you!



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