

Joint Submission of MCAM and ECAM

Manitoba Jobs Agreement

Public Service Delivery – Post-Meeting Industry Feedback and Key Concerns

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INTRODUCTION & APPRECIATION

MCAM and ECAM would like to express our thanks to the Honourable Mintu Sandhu, Minister of Public Service Delivery, and departmental staff for the continued communication, engagement, and willingness to meet with MCAM, ECAM and our members following the release and early implementation of the Manitoba Jobs Agreement (MJA).

We appreciate the opportunity to participate in both joint meetings with the Minister and departmental officials, association consultations as well as the one-on-one consultations undertaken by the department with MCAM and ECAM contractors. These discussions were constructive and demonstrated a genuine effort by government to better understand the diverse operational realities of Manitoba's construction industry.

This supplementary submission reflects MCAM and ECAM's commitment following these meetings. It highlights five primary industry concerns regarding the MJA, which are both operational and political in nature. The submission also reaffirms our commitment to working collaboratively with government on practical, balanced solutions that advance public policy objectives while supporting a competitive, sustainable construction sector, creating quality career opportunities for Manitoba trade professionals

CONTEXT

MCAM and ECAM represent a cross-section of Manitoba's mechanical and electrical contracting industry, including unionized and open-shop contractors, urban and rural firms, and contractors engaged as both constructors and service providers of Manitoba's vertical infrastructure. Feedback summarized in this submission reflects positions developed through:

- Internal meetings
- Joint association meetings with government.
- Association meetings with departmental and MJA leadership.
- Direct input from member contractors.
- Issues raised through departmental contractor consultations.

While application of the MJA impacts different segments of the industry in varying ways and interpretations; the concerns outlined in this supplementary submission represent common themes identified across open-shop contractors and, in some cases, unionized contractors as well.

INDUSTRY CONCERNS

I. Protection of Trade Professional Personal Information (Operational)

Open-shop contractors have clearly expressed personal information of their trade professionals should not be shared with the Manitoba Building Trades Council (BTBC) or its affiliated unions. Contractors consider employee personal and employment information to be confidential and subject to existing company policies, privacy legislation, and employment agreements. Industry strongly believes:

- Open-shop employees should not be required to be associated with the BTBC or its affiliates.
- Any administration of the MJA involving open-shop employees should be managed by Manitoba, the Construction Manager, or a fully independent third-party administrator, not a union-affiliated entity.

II. Adjustment of Preferential Hiring Provisions (Political and Operational)

Industry supports the principle of prioritizing employment opportunities for Manitobans on publicly funded projects. However, there are ongoing concerns regarding the current structure of the preferential hiring clause within the MJA. Industry does not support a model that prioritizes union hall members over the broader Manitoba based open-market labour pool. Contractors have noted the current MJA hiring provisions:

- Restrict open shop contractor's flexibility to build and retain a skilled workforce.
- Create operational challenges for both open-shop and union contractors.
- Risk reduced access to qualified labour in a tight and evolving labour market.

Contractors are requesting that the hiring sequence be adjusted to reflect:

1. First priority: Current Employees
2. Second priority: Qualified Manitobans from the open labour market.
3. Third priority: Qualified Manitobans from the applicable union hiring hall.

III. Increase to the MJA Project Trigger Threshold (Political)

Industry is seeking reconsideration of the current \$50 million project value trigger for consideration of application of the MJA. MCAM and ECAM respectfully request the trigger value be increased.

IV. Flexibility in Use of Industry Promotion and Education Funds (Operational)

Open-shop contractors have raised concerns about access to funds collected through the MJA for industry promotion and education. Currently, these contractors already invest in such initiatives through MCAM, ECAM, and other recognized programs, as well as in employee professional development and safety training. Without access to MJA funds, open-shop contractors will be duplicating these investments. Contractors are requesting access to these funds for the duration of the project, to support eligible programs that benefit industry promotion and workforce development/education.

V. Protection of Trade Professional Take-Home Pay (Political and Operational)

A consistent and critical concern raised by industry is that the implementation of the MJA must not negatively impact the take-home pay of trade professionals.

Contractors have emphasized:

- Employees should not experience reduced take-home pay related to the application of the MJA.
- Any parity mechanisms should be structured to avoid confusion, unintended financial loss, or administrative burden for workers.

Protecting worker earnings is essential to workforce attraction, retention, and overall labour stability consistent with policy objectives.

ADDITIONAL CLARIFICATION REQUESTED – BTBC FEES

In addition to the concerns outlined above, industry is seeking clarification regarding where the responsibility falls under the MJA for payment of BTBC-related fees as well as how the funds will be utilized. Guidance on this matter will support shared understanding, promote compliance, and reinforce confidence with industry in the administration of the agreement.

CONCLUSION & COMMITMENT

MCAM and ECAM sincerely appreciate the Minister's engagement and the department's ongoing outreach with our members. The associations recognize the complexity and sensitivity of the Manitoba Jobs Agreement (MJA) and remain committed to working constructively with government to refine and improve its implementation.

MCAM and ECAM will continue serving as a bridge between government and industry, providing practical feedback and solutions that reflect on-the-ground realities while supporting shared goals of workforce development and fairness in public infrastructure delivery.

This joint supplementary submission highlights the five primary concerns consistently raised by industry through association meetings, contractor consultations, discussions with departmental leadership, and direct engagement with government. We respectfully submit these concerns for consideration as government continues to refine the political and operational framework of the MJA.

MCAM and ECAM are committed to a collaborative approach and aim to contribute meaningfully to the ongoing development of the MJA. In this spirit, we respectfully request a meeting with the Honourable Mintu Sandhu, Minister of Public Service Delivery, and departmental leadership to discuss potential amendments that address industry concerns and support a sustainable, competitive construction sector with quality career opportunities for Manitoba trade professionals.

Respectfully Submitted



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