



GTSWCA
Greater Toronto Sewer & Watermain
Contractors Association

TENDER ALERT

Issue: The City of Toronto recently approved a targeted hiring initiative for its construction procurement and will be including mandatory hiring quotas for underrepresented populations on select City construction contracts (i.e. Community Benefit Agreements).

The City of Toronto has recently adopted a Community Benefits Framework [also referred to as Social Procurement Program (SPP)], which will require the successful bidder of select CoT construction contracts to deliver training and job opportunities to equity seeking groups and historically disadvantaged communities.

Community Benefit Agreements (CBAs) will be implemented through project-specific hiring quotas and anticipated penalties for non-compliance (e.g. non-compliance due to the unavailability of willing and competent CBA targeted applicants). Based on the current framework, the GTSWCA understands that the successful bidder will be required to recruit, train, and employ equity seeking individuals for the life of a contract where these requirements are inserted, regardless of the employer's need for new employees.

Example of Previous CBA Requirement Language in City of Toronto Contract:

1. Hire one, or more, individuals who is not presently employed in the construction industry, from City-endorsed workforce development programs for the duration of the project;
2. Create a paid internship on the project;
3. Devote a minimum of 10% of "all trade and crafting hours" to registered apprentices who are enrolled in City-endorsed apprenticeship training programs.

GTSWCA members are encouraged to watch for these new criteria on City contracts and be aware of the implications when bidding for these projects. We have encouraged the City to establish clear criteria and communicate the process to employers for how a CBA / SPP candidate is to be hired as soon as possible.

If you have any questions about Community Benefit Agreements, please contact Patrick McManus (905-629-7766 ext. 222 or patrick.mcmanus@gtswca.org).