

TARBA OBJECTIVES

MTRBA was formed in 1957 and the name was changed to TARBA in 1999 to better represent a jurisdiction recently expanded from Board Area 8 to include Simcoe County. The objects for which the corporation is incorporated are:

- To promote the betterment of the road building industry in the City of Toronto and other municipalities within which Members of the Corporation conduct their business.
- To maintain the highest standards of construction and business methods.
- To promote better understanding and goodwill between the public and contractors.
- To assist contractors in establishing and maintaining satisfactory industrial relations with their employees including the negotiating and administering of collective bargaining agreements.
- To enter into collective agreements on behalf of Members.
- To seek accreditation before the Ontario Labour Relations Board (or its successor) to better represent the interests and rights of its Members and of all those engaged in the road building industry and incidental business.
- To promote, protect and conserve the interests and rights of its Members and of all those engaged in the road building industry and incidental businesses.
- To invest and deal with the money of the Corporation not immediately required for its objects in such manner as may be determined.
- To accept donations, gifts, legacies and bequests.
- And such other complementary purposes not inconsistent with these objects.

TARBA Policy Statements and Resolutions

Policy Statement #1 - Contract Tendering and Award

2010

The Toronto and Area Road Builders Association strongly supports the award of tendered contracts to the lowest bidder who has properly submitted a formal tender.

Bidders submitting informal tenders (i.e. tenders not completed fully or properly according to the tendering instructions) should be disqualified.

Policy Statement #2 - Union Grievances

2010

It is within the mandate of the Toronto and Area Road Builders Association (TARBA) to actively protect and represent the overall interests of 'the industry' in grievances arising between the employer governed by the terms and conditions of the TARBA Collective Agreements and the applicable Union(s).

Such responsibility includes, but is not limited to, intervention in the grievance procedure.

Criteria for TARBA involvement in a grievance between an employer and the Union(s) includes, but is not limited to:

- (a) Issues involving clarification or interpretation of the Collective Agreement(s);
- (b) Issues involving clear and obvious violation of the Collective Agreement(s) by the Union(s).

TARBA shall not become involved in any way with grievances involving clear and obvious violation of the Collective Agreement(s) by the employer. Determination of TARBA's interest in a specific grievance procedure and the Association's response to it shall be at the discretion of the Executive Committee and/or the Board of Directors.

As a function of its involvement on behalf of the industry in any grievance proceeding, TARBA may retain separate legal counsel and/or may assume liability for all or part of the applicable employer's legal expenses.

Responsibility for retaining and instruction legal counsel and/or assuming all or part of an employer's legal expenses shall be at the discretion of the Executive Committee and/or Board of Directors.

Criteria for assuming legal expenses of an individual employer includes, but is not limited, to the following:

- (a) The objectives and intent of the employer(s) involved are consistent with those of TARBA;
- (b) A definite and recorded determination of the issue at question is reached.

Policy Statement #3 - AGM Attendance and Costs

2010, confirmed December 15, 2015

Any TARBA member not reporting more than 30,000 annual manhours from all sources any given years is eligible to attend the Annual General Meeting event and vote on association matters but they are responsible for their own expenses and share of common costs in attending the meetings.

Policy Statement #4 - Recycled Aggregate Facility Certification

December 15, 2015

TARBA does not support the Aggregate Recycling Ontario (ARO) aggregate facility certification program and, further, does not support any nature of third-party certification of recycled aggregate production facilities.

Policy Statement #5 - Union Fund Raising Events

December 15, 2015

TARBA will contribute to union-sponsored charitable fundraising activities to a maximum amount of \$10,000 per year, with the choice of sponsorships at the discretion of the Executive Director and the Board of Directors. Further, TARBA will not contribute to any union-sponsored events or activities held to raise funds for any political party or purpose.