

ECAM EXECUTIVE DIRECTOR'S SPECIAL NOTICE



Ramona Coey, Executive Director

Since 2021, Ramona has advanced ECAM's Strategic Plan, driving industry advocacy, member value, and organizational excellence.

Her 25+ years of strategic leadership experience, supported by an Advanced Degree in Applied Economics, anchors her approach in analytical decision-making and critical thinking. She recognizes the Construction Industry as a cornerstone of economic prosperity and community well-being.

Guided by a belief in good intent, the value of honest dialogue, and the importance of navigating difficult conversations with respect and clarity. She enjoys the political arena and is known for strengthening the industry's collective voice, fostering meaningful partnerships, and leading with adaptability and purpose.

Her greatest joy is her children and the legacy she and her late husband, Cal, built together—perseverance, integrity, kindness, and the ability to meet life with humour and perspective. #dobetter

Manitoba Jobs Agreement(MJA) Update #4

December 19, 2025

Following ECAM's December 10, 2025, update on the Manitoba Jobs Agreement (MJA), we are providing members with additional information.

ECAM recognizes the sensitivity of this public policy across all industry sectors and remains committed to advancing the most effective path for meaningful improvement to the MJA. ECAM and MCAM have submitted a joint briefing to government to clarify outstanding questions, identify gaps, and outline concerns affecting open-shop contractors, union contractors, and the broader industry. Our overarching objective is to maximize the industry's voice and influence both current and future iterations of the agreement. The briefing is available [HERE](#).

On December 11, ECAM delegates and contractor member representatives participated in a stakeholder engagement session with the Department. The Department provided an overview of the intent of the agreement, sought industry feedback on the ECAM-MCAM submission, and addressed concerns where possible. A key outcome of the meeting was a clearer distinction between issues within departmental operational discretion and those that are political in nature.

Operational matters - ECAM is working with the MJA team to explore potential amendments in future iterations of the agreement that fall within departmental discretion. Members impacted by the MJA who wish to discuss specific concerns are encouraged to contact Ramona@mcamb.ca.

Political matters - ECAM is in the process of arranging a follow-up meeting with the Honourable Mintu Sandhu, Minister of Public Service Delivery. This discussion will focus on industry-identified pain points and proposed amendments, while respecting the government's election mandate.

Additional Government Resources

Manitoba has recently posted a Guide to Manitoba Jobs Agreement which can be found at this following address: [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://manitoba.ca/asset_library/en/proactive/20252026/manitoba-jobs-for-manitobans.pdf](https://efaidnbmnnnibpcajpcglclefindmkaj/https://manitoba.ca/asset_library/en/proactive/20252026/manitoba-jobs-for-manitobans.pdf) Additional Q&A documents are attached to this email.