



AEC Benefits

AEC BENEFITS | ONTARIO CONSTRUCTION EMPLOYERS

# The 2025 Ontario Construction Compensation Guide

A practical field guide for aligning wages, benefits, and retention strategies in a competitive labour market.

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# What Construction Teams Are Solving For

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Construction employers are balancing tight project margins, skilled labour shortages, and rising employee expectations. Compensation decisions now need to account for total rewards, not wages alone.

A stronger benefits package can help protect experienced crew members, support recruitment, and reduce the pressure to solve every retention problem with hourly wage increases.

# A Practical Compensation Checklist

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- Benchmark core roles by trade, seniority, certification, travel expectations, and supervisory responsibility.
- Separate base pay, overtime practices, bonuses, allowances, pension contributions, and health benefits when comparing offers.
- Review whether employees understand the real employer-paid value of their benefits package.
- Look for coverage gaps that create frustration: dental, paramedical, disability, medications, and family coverage.
- Revisit plan design before renewal so budget changes are deliberate rather than reactive.

# Benefits That Carry Retention Weight

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The most useful plans for construction teams are simple to explain, easy to use, and built around the health events employees actually face. That usually means reliable drug coverage, dental, paramedical support, emergency travel, life insurance, and disability protection.

The plan should also work for mixed teams: owners, office staff, project managers, apprentices, forepersons, and field crews may value coverage differently.

# Renewal Conversation Starters

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- Which benefits are employees using most often?
- Where did claims surprise us this year?
- Are we protecting employees from the biggest financial risks or only covering routine expenses?
- Can we improve perceived value without materially increasing spend?
- What plan story should managers use when recruiting or onboarding?

# Next Step

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AEC Benefits helps Ontario construction companies compare plan structures, renewal options, and carrier pricing so employers can make a confident decision before the next hire, renewal, or budget cycle.

Contact AEC Benefits at [info@aecbenefits.ca](mailto:info@aecbenefits.ca) or (905) 320-4123 for a plan review.