

ONTARIO CONSTRUCTION
INDUSTRY

2026 Compensation & Labour Market Report

A comprehensive trade-by-trade analysis of wages, payroll burden, benefits benchmarks, and labour market dynamics shaping Ontario's construction sector in 2026.

\$100B

GTA PROJECT PIPELINE

154K

WORKERS NEEDED BY 2034

12%

MAX WAGE GROWTH EST.

\$15K

DIGITAL SKILLS PREMIUM

What's Inside

This report provides Ontario construction employers with the data and context needed to build competitive, compliant compensation packages in 2026's tightening labour market.

<p>01 MACROECONOMIC FOUNDATIONS CPI, Bank of Canada rate, energy volatility, and their impact on project costs.</p>	<p>02 REGIONAL INVESTMENT PIPELINES \$217B in Ontario projects across 5 regions with growth forecasts.</p>
<p>03 THE LABOUR FORCE CRISIS Attrition, retirement wave, and the 154,100-worker gap.</p>	<p>04 UNEMPLOYMENT & PARTICIPATION Sector mismatches, age-cohort data, and the 7.1% unemployment spike.</p>
<p>05 INDUSTRIAL & INFRASTRUCTURE WAGES Trade-by-trade salary ranges for the highest-demand specialties.</p>	<p>06 MANAGEMENT & SUPERVISORY ROLES PM, superintendent, and safety manager compensation benchmarks.</p>
<p>07 REGIONAL WAGE AVERAGES GTA, Hamilton, Ottawa and Northern Ontario pay benchmarks.</p>	<p>08 EMPLOYER PAYROLL BURDEN CPP2, EI, EHT, WSIB — the true cost of a \$1 raise.</p>
<p>09 WSIB CLASS G RATES 2026 premium rates by construction subclass with trend analysis.</p>	<p>10 UNION COLLECTIVE AGREEMENTS IBEW Local 353, UA Local 71/46, and LIUNA Local 527 wage schedules.</p>
<p>11 GROUP BENEFITS BENCHMARKS Health, dental, and mental wellness cost tiers for Ontario contractors.</p>	<p>12 RETIREMENT & TRAVEL ALLOWANCES RRSP benchmarks, 2026 CRA meal per diems, and mileage rates.</p>
<p>13 SIGNING BONUSES & INCENTIVES Sign-on and milestone retention bonus benchmarks by trade.</p>	<p>14 TECHNOLOGY & DIGITAL PREMIUM BIM, automation, and the \$15K salary premium for digital fluency.</p>
<p>15 STRATEGIC RECOMMENDATIONS Four integrated actions to win the 2026 talent war.</p>	

About This Report: Data compiled from the Ontario Construction Secretariat (OCS), BuildForce Canada, Statistics Canada, Canada Revenue Agency, WSIB, and industry salary surveys. Wage benchmarks reflect April 2026 market conditions for non-union and union environments across Ontario.

01 Macroeconomic Foundations of the 2026 Construction Economy

2.4%

CANADA CPI — MARCH 2026

+21.2%

MONTHLY GASOLINE SURGE
 (RECORD)

2.25%

BANK OF CANADA OVERNIGHT RATE

INFLATION
 CONTEXT

Headline vs. Core Inflation



Source: Statistics Canada, Bank of Canada H1 2026

KEY
 PRESSURES

Primary Cost Disruption Drivers



Strait of Hormuz Conflict

Triggered record 21.2% monthly gasoline spike — highest on record



High Material Costs

66% of contractors cite material costs as primary disruption driver



Limited Financing Access

59% of firms report financing constraints impacting project viability



Fixed-Price Bidding Risk

Energy volatility forces re-evaluation of fixed-price bid strategies



Bank of Canada Outlook: "Looking Through" Energy Volatility

With core inflation holding steady at 2.3%, the Bank of Canada has maintained its overnight target at 2.25% through H1 2026. Its decision to "look through" the energy-driven CPI spike signals that interest rates may remain at the lower end of the neutral range — providing relief for capital-intensive construction financing throughout 2026.

2/3

FIRMS AT OR ABOVE CAPACITY IN 2025

4,000

WORKERS PER MEGA-PROJECT SITE
 (DATA CENTRES)

US\$7T

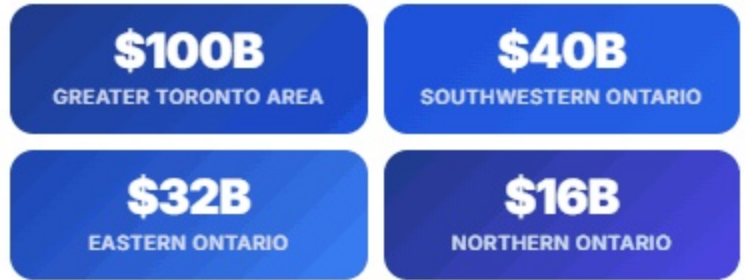
GLOBAL DATA CENTRE INVESTMENT BY
 2030

02 Regional Investment Pipelines Across Ontario

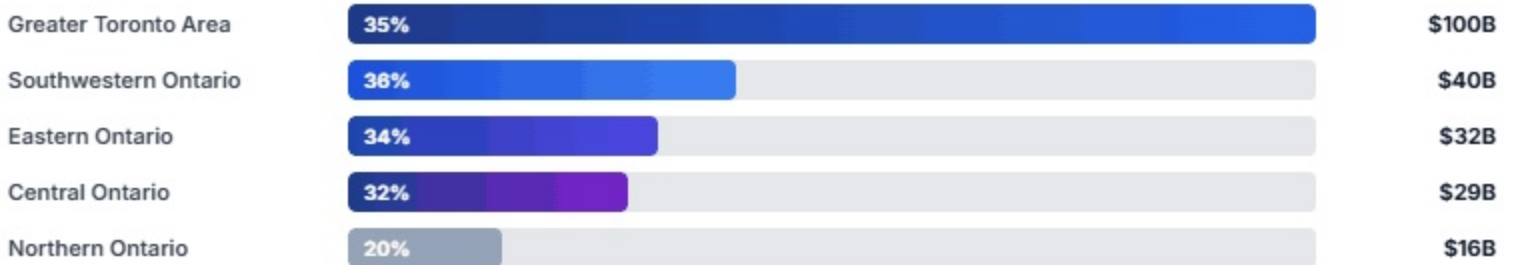
\$217 BILLION TOTAL PIPELINE

Regional Project Outlook

Ontario's construction pipeline is concentrated in the GTA but spans all five regions, driven by transit, healthcare, data infrastructure, and EV manufacturing investment.



Pipeline Size by Region — Growth Optimism



Source: Ontario Construction Secretariat (OCS) 2026 Outlook. % = share of firms forecasting growth.

Region	Primary Sector Drivers	Growth Optimism	Pipeline
Greater Toronto Area	Transit, Data Centres, High-Rise Residential	35%	\$100B
Southwestern Ontario	EV Manufacturing, Industrial Automation	36%	\$40B
Eastern Ontario	Healthcare, Institutional, Public Infrastructure	34%	\$32B
Central Ontario	Migration-Driven Housing, Utilities	32%	\$29B
Northern Ontario	Mining, Hydroelectric, Utilities	20%	\$16B

GTA MEGA-PROJECT EFFECT

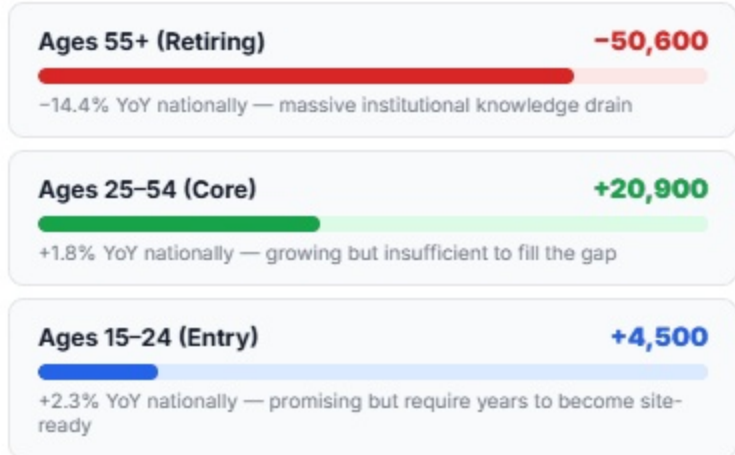
The \$100B GTA pipeline is increasingly dominated by data centre mega-projects where crews can reach **4,000 workers per site**. These projects are reshaping the provincial labour market — drawing specialized tradespeople away from the housing sector and intensifying local shortages in transit and utility trades. Northern contractors remain most cautious, with only **20% forecasting growth**, as smaller markets are vulnerable to the ebbs and flows of single large-scale projects.

03 The Labour Force Crisis — Attrition & Demographic Shifts



RETIREMENT WAVE

Generational Turnover by Age Cohort



Source: BuildForce Canada, Statistics Canada — January 2026

ONTARIO SPECIFICS

The Ontario Labour Gap

- 1.6% Labour Force Contraction**
Ontario's construction labour force reached its weakest employment level since 2022 in early 2026, driven by the retirement wave far outpacing new entrants.
- The "Bench Strength" Problem**
Retiring Baby Boomers take decades of site leadership and institutional knowledge with them — roles that cannot be replaced overnight by apprentices.
- 70% Apprenticeship Participation Rate**
The sector shows strong apprentice uptake, but training timelines of 4-5 years mean today's recruits won't plug 2026 gaps.
- 500,000 National Shortage**
Canada-wide, nearly half a million construction workers are needed — making this a structural crisis, not a cyclical dip.

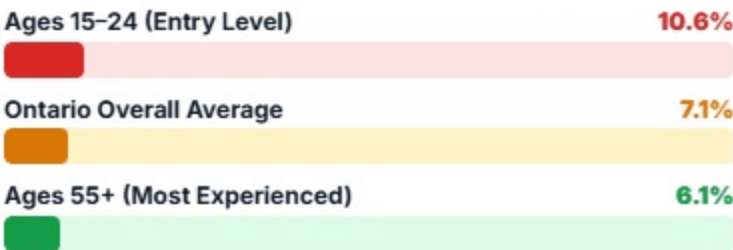


04 Labour Force Participation & Unemployment Dynamics



UNEMPLOYMENT BY AGE GROUP

Experience = Lowest Risk of Unemployment



"Site-ready" experience is the most valuable commodity in 2026. The inverse relationship between experience and unemployment underscores why firms must invest in mentorship and retention of senior trades — they are the least likely to be unemployed and the most costly to replace.

SECTORAL MISMATCH

Why 7.1% Unemployment Coexists with Labour Shortages

- Residential Sector — Cooling**
 Interest rate pressures have softened housing starts, leaving residential trade workers temporarily displaced — contributing to the unemployment rate spike.
- Non-Residential & Engineering — Strained**
 Mega-projects require specific Red Seal certifications and industrial credentials. General trades workers are not interchangeable with transit and utility specialists.
- The Geographic Mismatch**
 Work is concentrated in the GTA and urban centres. Many workers in Northern and rural Ontario cannot easily access or relocate to available positions without per diem and travel support.

Source: Statistics Canada Labour Force Survey, Jan 2026



05 2026 Industrial & Infrastructure Specialist Wages

HIGHEST-DEMAND
TRADES

Trade-by-Trade Salary Ranges

The highest compensation levels in 2026 are reserved for trades supporting essential infrastructure, renewable energy, and industrial automation. Specialized certifications — Red Seal, high-voltage training, or PLC expertise — command significant premiums.

8-12%
EST. WAGE GROWTH FOR SPECIALIST
TRADES

500K
NATIONAL WORKER SHORTAGE

TRADE	ENTRY LEVEL	JOURNEYPERSON	SENIOR / LEAD
Powerline Technician Red Seal · High Voltage	\$75K - \$90K	\$100K - \$130K	\$140K - \$170K+
Millwright Industrial Mechanic	\$70K - \$85K	\$95K - \$120K	\$130K - \$160K+
Instrumentation Tech PLC / Automation	\$70K - \$85K	\$95K - \$120K	\$130K - \$160K+
Industrial Electrician Data Centres · Mfg	\$65K - \$80K	\$90K - \$115K	\$120K - \$150K+
HVAC Mechanic (Ind.) 313A / 313D License	\$65K - \$80K	\$90K - \$110K	\$120K - \$150K+
Welder (Pressure/Pipe) AWS / ASME Certs	\$55K - \$70K	\$80K - \$100K	\$120K - \$160K+
Elevator Mechanic TSSA Licensed	\$60K - \$75K	\$90K - \$110K	\$120K - \$140K+

The Industrial Pull Effect: An industrial electrician on a data centre or manufacturing project earns significantly more than a residential counterpart — driving skilled workers away from the housing sector toward higher-paying industrial and energy projects. This sectoral migration is a key driver of the residential labour shortage and rising residential wages.

Source: 2026 sector outlooks, specialized recruitment data, BuildForce Canada

06 Management & Supervisory Role Compensation

10–15%
SUPERVISORY SALARY GROWTH
RATE 2026

\$110K
SENIOR PM MEDIAN SALARY

\$180K+
SENIOR CONSTRUCTION MANAGER
PEAK

Management Salary Benchmarks — 2026

Role	Median Salary	Upper-Quartile / Senior	Key Skill Premiums
Construction Manager	\$104,900	\$180,000+	Multi-site Oversight, BIM / Digital Twins
Senior Project Manager	\$110,000	\$140,000+	Budgeting, Client Management, Schedule Control
Superintendent (Experienced)	\$100,000	\$150,000+	Schedule Control, Union Liaison, Coordination
Safety Manager	\$82,500	\$95,000+	Regulatory Compliance, IR Certifications
Senior Estimator	\$95,000	\$130,000+	Pre-con Software, Risk Assessment, Takeoffs

SALARY SPREAD VISUALIZATION

Median → Senior Spread by Role



Source: OCS Management Benchmarks, industry salary surveys 2026

KEY PREMIUM DRIVERS

What Earns the Top-of-Range Premium

- Multi-Site Oversight**
Managing simultaneous project streams, subcontractor coordination, and schedule interdependencies across multiple sites.
- BIM / Digital Twin Proficiency**
Coordinating project delivery through 3D models, clash detection, and digital handover documentation.
- Fire & Life Safety Compliance**
Institutional project compliance with NFPA, OFC, and municipal fire authority requirements during all project phases.
- Union Liaison Experience**
Managing collective agreement compliance, grievance resolution, and trade coordination on multi-union jobsites.

07 General Trades — Regional Wage Averages Across Ontario

\$48,632

ONTARIO AVG. ANNUAL — TRADES
 (APRIL 2026)

\$23.38

AVERAGE HOURLY RATE — ONTARIO

+4.3%

HIGHEST GROWTH — NORTH YORK
 (2025→2026)

GEOGRAPHIC PAY PREMIUM

Hourly Rate by Ontario Region



Source: ZipRecruiter Ontario Salary Data, Regional Labour Market Updates, April 2026

ANNUAL SALARY SUMMARY

Annual Salary by Geography

Location	Annual Avg.	YoY Change
North York	\$50,230	+4.3%
Scarborough	\$50,045	+3.9%
Toronto	\$49,850	+4.1%
Hamilton/Niagara	\$47,280	+3.2%
Sault Ste. Marie	\$47,227	+3.1%
Ottawa	\$46,800	+2.8%

IMPORTANT CONTEXT

These averages represent *general trades* and labourer roles. Specialized trades (Industrial Electrician, Millwright, Powerline Technician) can earn 2–3x these averages. The provincial average of **\$48,632** is heavily skewed by the volume of entry-level and semi-skilled positions.

GTA Cost-of-Living Premium Context

GTA vs. Ottawa avg. hourly **+\$1.65/hr**
 GTA vs. Ottawa annual **+\$3,050/yr**



Regional Benchmarking Is Non-Negotiable

A one-size-fits-all wage strategy fails Ontario's diverse markets. GTA data centre projects drive wage inflation that cascades into Hamilton and the broader Golden Horseshoe. Northern Ontario firms must instead compete on culture, travel benefits, and per diem packages. Benchmark within your specific region and sector — not against provincial averages.

08 The True Cost of Labour — Employer Payroll Burden 2026

\$1.11

TRUE EMPLOYER COST PER \$1.00 RAISE

~\$0.63

EMPLOYEE NET BENEFIT AFTER TAX/DEDUCTIONS

~40%

THE "TAX WEDGE" ON WAGE INCREASES

2026 STATUTORY CONTRIBUTIONS

Employer Payroll Deduction Schedule

Component	Employer Rate	Max Contribution
CPP (Base + 1st Add.)	5.95%	\$4,230.45
CPP2 (2nd Additional)	4.00%	\$416.00
Combined CPP + CPP2	—	\$4,646.45
EI Premiums (1.4x mult.)	2.282%	\$1,572.30
Employer Health Tax (ON)	1.95%	Exempt: first \$1M
WSIB Max Insurable Earnings	Varies by class	Ceiling: \$121,700

Source: CRA 2026 Schedules, Ontario Ministry of Finance

CPP2 — THE 2026 NEW REALITY

The "second earnings ceiling" (CPP2) applies a 4.00% contribution on earnings between \$74,600 and \$85,000. For employees above this threshold, employers now face a combined CPP + CPP2 annual match of **\$4,646.45** — up significantly from prior years.

THE TAX WEDGE

What Happens to a \$1.00 Raise

EMPLOYER PAYS

\$1.11

Per \$1.00 base wage increase

GOVT COLLECTS

~\$0.48

Tax + employee deductions

EMPLOYEE KEEPS

~\$0.63

Net take-home benefit

STRATEGIC IMPLICATION — BENEFITS BEAT CASH

The ~40% "tax wedge" makes non-taxable group benefits significantly more efficient than cash raises. A \$500/month benefit plan investment delivers *full value* to the employee — no income tax erosion. This is why leading firms prioritize enhanced benefits as a recruitment and retention tool.

HOURLY COST FORMULA

$$C_T = W_b \times (1 + r_{vac}) \times (1 + r_{cpp} + r_{ei} + r_{wsib} + r_{eht}) + B_h$$

Where W_b = base wage, r_{vac} = vacation rate (typically 10%), B_h = hourly benefits cost

09 WSIB Class G Framework — 2026 Premium Rates

\$1.23

AVERAGE PREMIUM RATE — DOWN FROM \$1.25 IN 2025

\$121,700

MAX INSURABLE EARNINGS — UP FROM \$117,000

\$1.61

CLASS G6 NON-RESIDENTIAL CONSTRUCTION RATE

CLASS G RATE SCHEDULE

2026 Construction Subclass Premium Rates

Illustrative breakdown. WSIB publishes confirmed 2026 figures for the **average rate (\$1.23)**, the **\$121,700 insurable-earnings ceiling**, and **Class G6 Non-Residential (\$1.61)**. The individual G1-G5 rates and trends below are representative estimates — confirm your exact rate on your WSIB premium-rate statement (via the WSIB online portal).

CLASS	SECTOR	RATE (EST.)	TREND (EST.)	INDICATIVE DRIVER
G1	Residential Construction Single-family, townhomes, low-rise	~\$2.18	-6% Decrease ↓	Improved claim costs
G2	Infrastructure Roads, transit, utilities, bridges	~\$1.72	-1% Decrease ↓	Stable claim frequency
G3	Foundation & Exterior Excavation, concrete, cladding	~\$3.55	+1% Increase ↑	High traumatic injury
G4	Building Equipment Mechanical, electrical, HVAC install	~\$1.54	+3% Increase ↑	Rise in fracture claims
G5	Specialty Trades Elevators, fire suppression, glazing	~\$2.15	Flat 0% →	Steady claim performance
G6	Non-Residential ICI, commercial, institutional	\$1.61	✓ Confirmed	WSIB published 2026 rate

Confirmed figures: WSIB 2026 Premium Rates (wsib.ca/en/2026premiumrates). G1-G5 splits shown are illustrative estimates.

Confirmed for 2026: WSIB lowered the average premium rate to **\$1.23** per \$100 of insurable payroll — down from \$1.25 in 2025 and the lowest in over 50 years. This is the seventh reduction in ten years, cutting the average rate more than 50% since 2017 and saving Ontario businesses roughly **\$60 million** versus 2025. Strong return-to-work and safety performance moves your firm into a lower risk band — directly reducing your individual rate within your class.

10 Collective Bargaining — Union Wage Schedules 2026

ONTARIO — 2ND HIGHEST UNION COVERAGE IN CANADA

Unionized trades in 2026 benefit from established wage-and-benefit ladders providing project certainty and workforce stability. Total packages include defined-benefit pensions and comprehensive health and welfare contributions.

IBEW Local 353 International Brotherhood of Electrical Workers — GTA Commercial/Industrial

Position	Base Rate	Vacation & SHP	Pension	Health & Welfare	Total Package
Foreman	\$62.05	\$7.45	\$9.93	\$4.87	\$89.37/hr
Journeyman	\$53.96	\$6.47	\$9.93	\$4.87	\$79.84/hr
Apprentice (5th Year)	\$43.17	\$5.18	\$7.94	\$4.87	\$64.95/hr
Apprentice (1st Year)	\$21.58	\$2.59	\$3.97	\$4.87	\$35.57/hr

Source: JoinIBEW Ontario 2026 Wage Schedule

UA Local 71 & 46 United Association — Plumbing & Pipefitting — ICI Master Agreement

Journeyman base rate effective **May 1, 2026: \$53.98/hr**. Apprentice wages are set as a fixed percentage of journeyman rate, ensuring automatic progression.

Apprentice Level	% of Journeyman Rate	Est. 2026 Base Rate
1st Year	40% – 50%	\$21.59 – \$26.99/hr
2nd Year	50% – 60%	\$26.99 – \$32.39/hr
3rd Year	60% – 70%	\$32.39 – \$37.79/hr
4th Year	70% – 80%	\$37.79 – \$43.18/hr
5th Year	85% – 90%	\$45.88 – \$48.58/hr

Source: UA Local 71 & Local 46 2025–2028 ICI regulatory frameworks

LIUNA Local 527 Labourers' International Union — General Construction Labour

The 2025–2028 ICI schedule sets base rates for specialized labourers (Group C — forklift and skid steer operators) at approximately:

\$38.07
per hour (mid-2026)

Source: LIUNA Local 527 ICI Schedule 2025–2028

11 Group Benefits Benchmarks — Health, Dental & Wellness

<p>6–8% CONSTRUCTION BENEFITS COST (% OF PAYROLL)</p>	<p>50% WORKERS WILLING TO USE WELLBEING PROGRAMS</p>	<p>\$2.5K–\$6K MONTHLY PREMIUM FOR 10-EMPLOYEE FIRM</p>
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Group Benefit Plan Tiers — Ontario Construction (2026)

<p>BASIC / CATASTROPHIC</p> <p>\$250–\$300 per employee / month</p>	<p>STANDARD / MOST COMMON</p> <p>\$350–\$450 per employee / month</p>	<p>ENHANCED / PREMIUM</p> <p>\$500–\$600+ per employee / month</p>
<p>ANNUAL: \$3,000–\$3,600 / employee</p> <ul style="list-style-type: none"> ✓ 70% prescription drugs ✓ \$1,000 basic dental ✓ Basic Long-Term Disability ✓ Group Life Insurance — No paramedical — No wellness account 	<p>ANNUAL: \$4,200–\$5,400 / employee</p> <ul style="list-style-type: none"> ✓ 80% prescription drugs ✓ \$2,000 dental (basic + some major) ✓ Paramedical (chiro, physio, massage) ✓ Enhanced LTD + AD&D ✓ EFAP (mental health support) — No wellness account 	<p>ANNUAL: \$6,000–\$7,200+ / employee</p> <ul style="list-style-type: none"> ✓ 90% prescription drugs ✓ Major dental + orthodontics ✓ Extended mental health coverage ✓ Wellness / HSA account ✓ Virtual healthcare access ✓ Gym / wellness reimbursement

MENTAL HEALTH & WELLNESS — 2026 TREND

50% of construction workers report willingness to use wellbeing programs including extended mental health benefits and gym memberships. Employers integrating EFAPs and virtual healthcare are seeing measurable reductions in absenteeism — particularly on large-scale, high-stress project sites.

AEC BENEFITS CONSTRUCTION ADVANTAGE

Construction-specific plans account for the industry's higher physical risk profile — with enhanced short-term disability triggers, coverage for equipment-related injuries, and streamlined claims built for workers in non-office environments. Contact AEC Benefits for a custom benchmark quote tailored to your trades mix.

Source: AEC Benefits Ontario Construction Benchmark Report 2026

12 & 13 Retirement Planning · Travel Allowances · Signing Bonuses

RETIREMENT BENEFITS

2026 Retirement Plan Benchmarks

Plan Type	Employer Match	2026 Cap
Group RRSP (Non-Union)	1% – 5% of salary	\$33,810 annual max
Defined Contribution (DC)	3% – 6% of salary	Varies by agreement
Defined Benefit (DB)	Negotiated multiplier	Based on service hours
CAAT Pension (Union)	10.2% up to YMPE	YMPE: \$74,600

Source: 2026 Retirement Planning Benchmarks, CAAT Plan

SIGNING BONUSES

2026 Sign-On Bonus Benchmarks

Role	Bonus Range	Key Requirement
Experienced Electrician	\$3,000 – \$8,000	Industrial / Commercial exp.
Certified Welder	\$4,000 – \$10,000	Multiple AWS / ASME certs
Licensed Plumber	\$2,500 – \$7,000	Multi-family or hi-rise
HVAC Technician	\$2,000 – \$6,000	313A / 313D license
Heavy Diesel Mechanic	\$4,000+	Red Seal / Field Service

Source: The Birmingham Group 2026 Salary & Bonus Trends

TRAVEL ALLOWANCES

Travel & Meal Allowances — Representative 2026 Rates

Expense Type	2026 Daily Rate	Notes
Breakfast	\$29.50	Taxes included
Lunch	\$30.05	Taxes included
Dinner	\$61.70	Taxes included
Total Meal Per Diem	~\$121	Representative — see note
Incidental Expenses	\$25.00	Tips, laundry, calls
Mileage	\$0.55 – \$0.57/km	NJC quarterly update
Private Accommodation	\$50.00/night	Staying with friends/family

Representative figures modelled on the NJC / CRA Appendix B meal-allowance structure. Confirm current daily rates against the latest NJC Travel Directive (Appendix B) before applying.

LONG-TERM ASSIGNMENT RATE REDUCTION

For extended site assignments, CRA allows rates to decrease to **75%** after 31 consecutive days and **50%** after 121 days — reflecting the lower costs associated with securing long-term housing versus short-term travel. Structure your per diem policies accordingly to remain both competitive and compliant.

MILESTONE RETENTION STRATEGY

Senior management firms are shifting from annual bonuses to **milestone-based retention plans** — with payouts tied to substantial completion or final turnover. This protects the project's critical path and prevents leadership turnover during high-risk phases.

CONCLUSION

Strategic Alignment for the 2026 Labour Market

Success in Ontario's 2026 construction market requires an integrated approach to compensation — balancing hourly wages with sophisticated benefits and retention incentives.

1 Prioritize Total Rewards

With the employer payroll burden approaching 11% above base wages and employees losing 40% of raises to taxes, firms must leverage non-taxable health benefits and RRSP matching. A \$500/month enhanced benefits plan delivers far greater perceived value than an equivalent cash raise.

KEY METRIC

~40%

of cash raises lost to the tax wedge

2 Mitigate the Attrition Gap

With 14.4% of the experienced workforce retiring, the focus must shift to "bench strength" and mentorship. Use milestone-based bonuses to keep senior leaders on-site and invest in apprenticeship programs (currently at 70% participation) to build the next generation of site-ready tradespeople.

KEY METRIC

90,300

experienced retirees to replace by 2034

3 Benchmark Regionally

Compensation must be adjusted for local market realities — particularly in the GTA where data centre mega-projects are driving wage inflation and local shortages. Northern Ontario firms must compete differently, leveraging travel benefits, per diem packages, and retention incentives.

KEY METRIC

\$100B

GTA pipeline driving regional wage inflation

4 Incentivize Digital Skills

The \$15,000 annual premium for tech-literate workers is a clear signal that digital fluency is no longer optional. Invest in BIM and automation training to improve site productivity and worker retention. 42% of firms have already increased professional development spending in 2026.

KEY METRIC

\$15K+

annual premium for BIM / automation fluency

READY TO BUILD A COMPETITIVE BENEFITS PACKAGE?



aecbenefits.ca



(905) 320-4123



info@aecbenefits.ca



Burlington, ON