

THE MAGAZINE OF THE  
BC BUILDING TRADES

FALL  
2016  
VOL. 19  
NO. 3

# tradetalk

WE BUILD BC™

## FOCUS ON APPRENTICESHIPS





A large-scale construction project is shown, featuring a massive concrete wall under construction. Several workers in safety gear are visible on wooden scaffolding and formwork, managing the pouring of concrete. A vertical concrete pump pipe extends from the top of the frame down to the workers. The background shows a steep, forested hill under a clear blue sky.

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The council represents 17 local unions  
belonging to 12 international unions.  
There are approximately 35,000 unionized  
construction workers in B.C.

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FALL 2016

THE MAGAZINE OF THE BC BUILDING TRADES

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*LNG Working Group*



**Cover:** Daniel Marsland, from the  
Namgis First Nation (Alert Bay)  
and a member of Sheet Metal  
Workers Local 280, has  
completed his Level 2 technical  
training and is helping to build  
an art gallery in east Vancouver.  
He maintained an 80%+ average  
in the course. He said he likes  
the sheet metal trade because  
"I can build things and it's  
more artistic. There's always  
something new."

**Photo:** Joshua Berson

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# DAD's Day huge success - big contribution

(Right) Jeff McKinley, Iain Reid, Alex MacDonald, Bill Schofield, and young Anthony Reid (in front) were on the Fort St. John crew collecting Dollars Against Diabetes this year. (Below) Carl Strand, Serena Hanschke, Shelley Gonzales, and Liana Biasutti volunteered in Surrey.

Members of the BC Building Trades in Fort St. John, Surrey, New Westminster, Victoria, Nanaimo, Langley, and Nelson raised \$5,877 in the coin collection drive in June. The funds went to the UBC Diabetes Research Group, a world-class multi-disciplinary initiative at the forefront of finding a cure for diabetes.





## We welcome your comments...

The opinions expressed in Starting Point are not necessarily those of the BC Building Trades Council or its affiliates. Send letters (the shorter the better) to the editor at:

BC BUILDING TRADES, #209 88 10th St.  
New Westminster, B.C. V3M 6H8 or [bcbtbc@bcbuildingtrades.org](mailto:bcbtbc@bcbuildingtrades.org)  
Letters must include your name, address, phone number and, where relevant, union affiliation, trade or company.








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# Too many are shirking their responsibilities for training

Last year, the government of British Columbia announced that effective July 1, 2015, contractors and their sub-contractors that bid on provincially funded construction projects over \$15 million would have to provide opportunities for apprentices with the hours of work necessary to advance through an apprenticeship.

The government set an aspirational goal of having 25% of the jobs on publicly funded projects set aside specifically for apprentices. It was also the decision of government to set aside the first year of the program to collect data to see just how well contractors were living up to that goal of 25%.

We have not seen the data that was collected over the first year of the program but from Freedom of Information (FOI) requests directed at BC Hydro for the Site C project, we know that contractors have not even come close to realizing the aspirational goal.

Admittedly, the FOI information is dated (we get the information about 90 days following a request) but the latest information shows that, in February, only 13% of the workers at Site C were apprentices. This is down from 15% in January. Clearly the contractors working the Site C project are not following the BC government's voluntary directive. (If BC Hydro awarded the work using the Allied Hydro model, the government directive would have been respected and the target would have been reached.)

Site C was an opportunity for BC Hydro and the government to deliver on a commitment to assist apprentices move through their apprenticeship on their way to achieving the Red Seal. Unfortunately, this opportunity has been lost or at least suspended. What a disappointment!

But the low numbers of apprentices on the Site C project is not unique in the sphere of public works.

Through a different FOI request we asked about the number of apprentices working for municipal governments, universities, school boards, and hospitals. Throughout BC, there are only 361 apprentices employed in this entire sector. Only 361!

Almost all of these public entities hire tradespeople as valuable members of

their workforces. Yet all of these entities fail when it comes to offering apprenticeship opportunities for British Columbians who want to have careers in the trades.

***These public entities are like many construction contractors who hire Red Seal trade-qualified workers without ever thinking of picking up their share of the responsibility for training.***

These public entities are like many construction contractors who hire Red Seal trade-qualified workers without ever thinking of picking up their share of the responsibility for training. But what would happen if every construction contractor, every public entity, and every employer who requires skilled trades in their workforce had that attitude? Soon we wouldn't have anyone qualified to fill the jobs

that build our province.

The joint training boards that every one of our local unions and unionized contractors participate on are responsible for over 5,000 apprentices or trainees. Our completion rates are consistently over 85%. We do more than our fair share of the heavy lifting when it comes to apprenticeship training.

We do the training because we want to pass on our skills to the next generation of construction workers. We know that properly trained journeymen are safer and more productive on job sites.

Our skills and talents have built and continue to build British Columbia, but we are at a critical stage in the training and skills development in our province.

Build Force Canada advises that due to retirements and forecasted economic growth, we will need an additional 58,000 trades-qualified workers in B.C. in the next 10 years. All contractors and employers in the private and the public sectors need to do their share of training. Failure to do otherwise is not an option.

## The Building Trades—Who we are

B.C. Building and Construction Trades Council	Phone	Web address
	778-397-2220	<a href="http://www.bcbuildingtrades.org">www.bcbuildingtrades.org</a>

### Affiliated Unions

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Cement Masons & Plasterers Local 919	604-585-9198	<a href="http://www.opcmia919.org">www.opcmia919.org</a>
Construction & Specialized Workers Local 1611	604-541-1611	<a href="http://www.cswu1611.org">www.cswu1611.org</a>
Electrical Workers Local 213 (L. Mainland)	604-571-6500	<a href="http://www.ibew213.org">www.ibew213.org</a>
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Electrical Workers Local 993 (Kamloops)	250-376-8755	<a href="http://www.ibew993.org">www.ibew993.org</a>
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Ironworkers Local 97	604-879-4191	<a href="http://www.ironworkerslocal97.com">www.ironworkerslocal97.com</a>
Operating Engineers Local 115	604-291-8831	<a href="http://www.IUOE115.ca">www.IUOE115.ca</a>
Plumbers and Pipefitters Local 324	250-382-0415	<a href="http://www.ualocal324.com">www.ualocal324.com</a>
Refrigeration Workers Local 516	604-882-8212	<a href="http://www.ua516.org">www.ua516.org</a>
Sheet Metal, Roofers and Production Workers Local 280 (Vancouver)	604-430-3388	<a href="http://www.smw280.org">www.smw280.org</a>
Sheet Metal, Roofers and Production Workers Local 276 (Victoria)	250-727-3458	<a href="http://www.smwia276.ca">www.smwia276.ca</a>
Teamsters Local 213	604-876-5213	<a href="http://www.teamsters213.org">www.teamsters213.org</a>
UNITE HERE Local 40	604-291-8211	<a href="http://www.uniteherelocal40.org">www.uniteherelocal40.org</a>



# Major changes to Temporary Foreign Worker Program needed

By Richard Gilbert

Representatives from the Labourer's International Union of North America (LiUNA) are lobbying the federal Liberal government to persuade several key ministers to make significant changes to the Temporary Foreign Workers Program (TFWP).

"Some labour unions argue that the TFWP should be abolished due to the rapid expansion of the program, serious abuses by contractors, and problems enforcing current regulations," says a white paper commissioned by Mark Olsen, LiUNA Western Canada manager. "If the new Liberal government does not implement a comprehensive package of policy reforms and enforce these new regulations, LiUNA will support the elimination of the TFWP."

The white paper entitled *The Impact of the TFWP on the Construction Labour Force in Western Canada (2003-2015)* was submitted to the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities.

Committee hearings before 10 MPs (6 Liberals, 3 Conservatives, 1 NDP) took place in May and June.

A total of 50 people, representing 26 organizations, 2 government departments, and 4 individuals, testified.

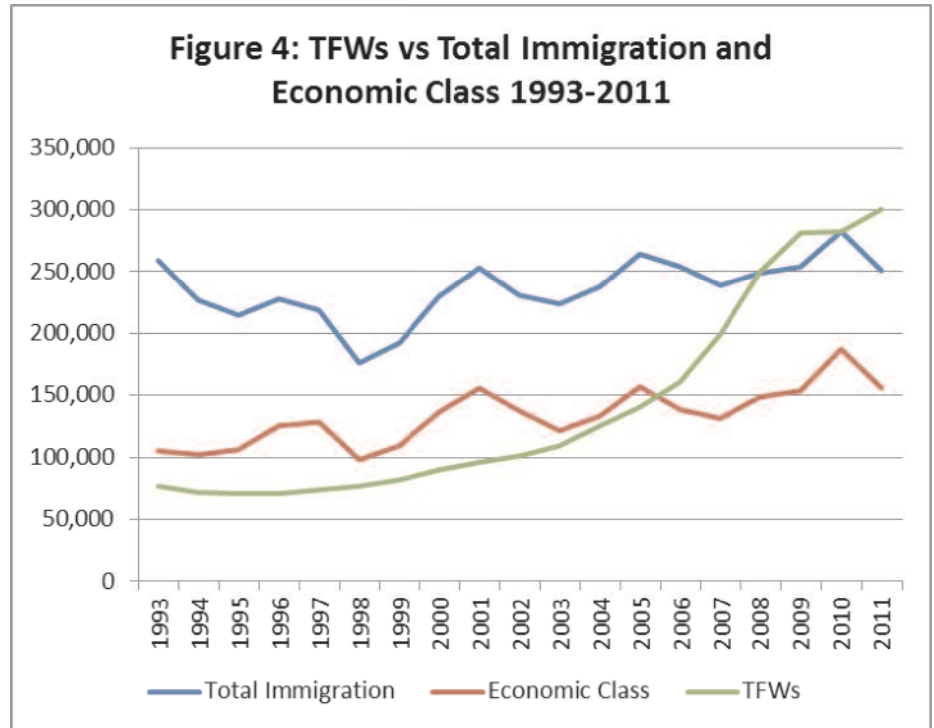
Employers and their organizations dominated the proceedings, but several unions also gave testimony including Canada's Building Trades Unions and the Canadian Labour Congress.

The committee submitted a draft report on June 20, but Parliament had adjourned for the summer. The report will be tabled in Parliament during the week of Sept. 19.

Olsen also went to Toronto in May to present 12 policy recommendations to Minister of Immigration John McCallum. The recommendations would ensure that Canadian jobs are filled by Canadians through the permanent immigration system. The 109-page white paper was also sent to Minister of Employment MaryAnn Mihychuk and Minister of International Trade Chrystia Freeland.

The white paper found that the number of temporary foreign workers in Canada broke the 80,000 level and started to grow steadily in 1999 under the Liberal Government of Jean Chretien (1993-2003).

However, the Conservatives (2006-2011) increased the number at an exponential rate. And 2008 was the first year that the number of workers (249,796) surpassed total immigration (249,252). This trend continued to 2011, when the number of



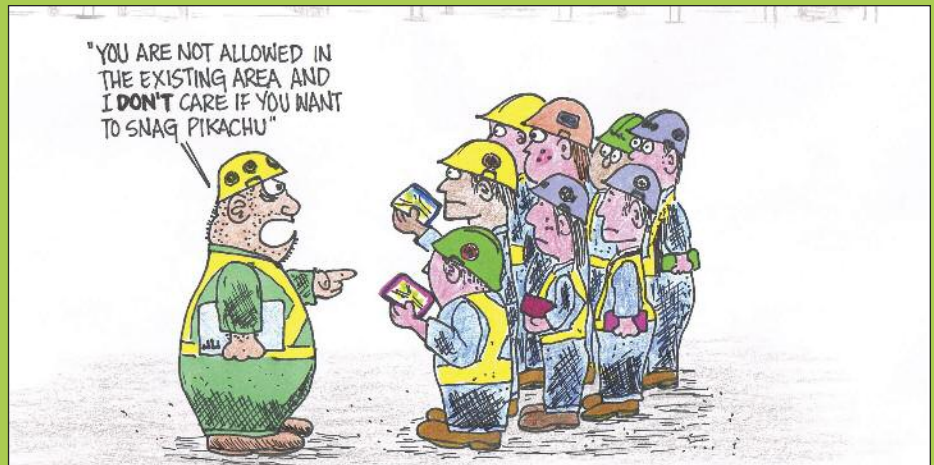
Source: Stan Kustec, *The role of migrant labour supply in the Canadian labour market, Research and Evaluation, Citizenship and Immigration Canada, June 2012; Customs Facts and figures 2014—Immigration overview: Permanent residents*

workers was 300,101—again greater than total immigration (250,758).

The Conservative government radically transformed the TFWP from a program designed to alleviate short-term labour market shortages to the faster and preferred way for employers to get immigrants to meet long-term labour shortages. As a result, the availability of indentured labourers has become a permanent feature of the Canadian labour market.

LiUNA applauded the victory of the

Liberal government in the recent federal election on Oct. 25, 2015 because the party's platform recognized that the TFWP is hurting the middle class in Canada by driving down wages and displacing workers. LiUNA recommends that the new government keep its election promise and create a pathway to citizenship for temporary foreign workers when the demand for the workers exists and they want to become Canadian citizens. —LiUNA's white paper was prepared by consultant Richard Gilbert.



José Lam cartoon

# BUILD TOGETHER

## Build Together B.C. team raises \$1,200 for Fort McMurray



Lisa Langevin photo

Members of the Build Together BC team held a pub night on June 16 with all proceeds going to the Canadian Red Cross. The money raised went towards Fort McMurray and support initiatives to return residents to the city and provide critical support for the community.

"The Build Together BC team wanted to do something to help show and provide some vital support for those in Fort McMurray," said Sarina Hanschke, national Build Together representative for LiUNA and member of the Labourers Local 1611. "So many families were devastated by this tragedy, including many of our union brothers and sisters. Every bit helps."

The Build Together BC team would like to thank everyone who attended or made a donation. The fundraiser was a tremendous success. Between ticket and raffle sales the team raised \$1,200 for Fort Mac.

## Women in Trades Project



The Build Together BC team took part in a Women in Trades project that launched a series of focus groups across the province this summer to talk to women in the trades about barriers they face and identify supports to improve the recruitment and retention of women. The consultations will inform the creation of a made-in-BC mentorship program for women in the trades. (See article on following page.)

## Creating a safe and welcoming work environment

In every province or territory in Canada, as well as for employees under federal power, there are human rights laws that make harassment in employment illegal. All employees have a right to work in an

environment where their dignity is respected and they are free from harassment.

The Build Together national team put together training presentations, guidebooks, and simple forms that

can be adapted to any work environment. Feel free to download and make your organization a safe and welcoming workplace.

Visit <http://www.buildtogether.ca/respectful-workplaces>



# Women's stories provide the basis for change

By David Hogben

There has been plenty of talk about—and some improvement—in the number of women in the B.C. trades, but the numbers are still bleak.

Once B.C. Jobs Minister Shirley Bond responded to years of lobbying efforts by the BC Building Trades and Build Together B.C., women lined up to talk about the barriers they face working in B.C. trades.

“Oh yeah once they heard about it, they were super eager to take part,” said Lisa Langevin, Build Together B.C. representative and a journey electrician member of the International Brotherhood of Electrical Workers Local 213.

Langevin organized a series of focus groups for female B.C. apprentices and journey persons to tell their stories.

Bond announced \$400,000 funding for SkillPlan, Build Together B.C., and the Social Research and Demonstration Corporation to work together to investigate the barriers faced by women in the trades and ask them about their experiences and how things can be improved. Women currently in the trades were asked what programs and supports would be beneficial.

Langevin said a group of women who left the trades also participated through an online focus group in order “to find out why they left the trades and what would have helped them to stay in the trades.”



Joshua Berson photo

Finding women to participate was easy in urban areas, but a little more difficult in rural B.C., added Langevin.

SkillPlan CEO Kyle Downie, said, the research will also involve consulting with employers across B.C. to understand their positions relevant to hiring women as apprentices.

“One of the reasons I think there may be actual workforce change is that it's gone beyond ‘Just do it because it's

the right thing to do.’ It's gotten to the point where employers have an economic imperative to do it,” Langevin said.

Focus groups met to discuss their experiences and recommendations in locations across the province from July to September. A detailed report based on those meetings and recommendations for a better mentoring program is expected in December.

Despite efforts to end the discrimination women face in the construction industry, the number of female trades people is still low. Fewer than 3% of all construction industry apprentices in Canada are women. BuildForce Canada estimates almost 40,000 B.C. workers will retire in the next 10 years. During that same period, the workforce will grow by 18,600, creating a need for some 58,000 workers. So it's not just about fairness, it's about maintaining the economy with a skilled workforce.

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# FIND A TRADE GET A JOB

SPECIAL  
TRADE TALK  
FEATURE  
ON TRADE  
APPRENTICESHIPS

*Alana Higgins, in the Entry Level Trades Training Program at the EJTC's Green Skills Campus in Port Coquitlam will start her work experience in October. She's tried careers in social work and broadcast journalism, but has finally found the one she loves—the electrical trade.*

page 4

**Quick facts about  
the trades and Red  
Seal certification**



page 7

**Competitions—  
another dimension  
of the trades**







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BCBT President, Business Manager Insulators Local 118

## Here's why the BC Building Trades are better

*"Let us think that we build forever...let it be such work as our descendants will thank us for, and let us think, as we lay stone on stone, that a time is to come when those stones will be sacred because our hands touched them, and that men will say as they look upon the labour and wrought substance of them 'See! This our fathers did for us!'" – John Ruskin*

As I travel the province today, I'm regularly surprised and proud of how many projects my hands have touched. I'm not sure there's a way to express the feeling of pride that you have at your role in building this province unless you're a journeyman. It's a feeling that will remain with you for the rest of your life.

This career was only made possible because I had an amazing network of mentors teaching me along the way. I am a product of that apprenticeship. I'm grateful to those who took the time to share their skills with me. My apprenticeship set me on a course so I could plan for the future. I could provide for my family and see my role in the community. That apprenticeship turned my hands into a powerful tool.

Apprenticeships are power. But we do our young people a disservice when we leave them with the impression that all apprenticeships are equal.

Apprenticeship has become a buzzword. Trainers across the province have popped up overnight offering training programs at exorbitant fees with no promise of work at the end.

As this is the annual apprenticeship issue of Tradetalk, I expect several young people will be reading this magazine and considering their options.

After 40 years in the trades, let me

give my 2 cents.

Ask yourself who benefits from your training. If your relationship with your trainer is only monetary, then steer clear.

Building trades unions don't train to make a profit. We train to build a workforce. Every union member contributes a portion of their hourly pay into a training fund. Every year we spend millions of dollars subsidizing the training of our apprentices. That's members making a real commitment to train the next generation.

Today, unions in the BC Building Trades have over 5,000 apprentices and trainees in their system. Their completion rates are the highest in the industry and their apprentices have continuing employment as they work with a variety of employers to secure full-scope training.

Our success

comes from 150 years of experience in delivering the art of construction. Our methods, from the European model of traveling from community to community, has been embraced in North America and continues to produce the best and most productive tradespeople ever.

How can you not want to be part of that type of success?

The BC Building Trades are truly committed to your success and your fulfillment in what you elect to do. So if you're looking to enter a successful career and become a true artist, join the BC Building Trades.



Shawn Luke cartoon

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# QUICK FACTS ABOUT THE TRADES

Articles by Leslie Dyson

## Let's compare costs

A bachelor's degree in arts or science will cost \$28,000 according to the Canadian Federation of Students. Then you have to add the student fees, books, and other charges adding thousands of dollars more. Even that level of education may not get you the career or job security you're looking for. Many employers now require masters' degrees. So add another \$16,000 or more.

With trades training **YOU EARN WHILE YOU LEARN** plus you qualify for EI, up to \$4,000 in federal government grants, \$2,000 in provincial tax credits and some unions offer bursaries! (See the table on Pg. 6)

BC BUILDING TRADES is the guaranteed supplier of skilled trades for industrial, commercial, and institutional construction (ICI) projects. If you're already working in one of these trades on residential projects, be aware that, without the proper certification, your skills may not be transferable to ICI construction sites. We can help you get the training and certification you need. To learn what trade is best for you and how to start your career, talk to a tradesperson. A call to the union representing your chosen trade will also yield accurate information and advice. See the contact list at the back of this supplement.



## Why people are drawn to the trades

**THE MONEY.** Let's face it. There is good money to be made in the trades if you have the credentials. If you're in a union, you're guaranteed the highest wage rate, benefits, and a pension.

**JOB SECURITY.** You'll always have work if you have your trade certification, bring a positive attitude to the jobsite, and are willing to go where the work is.

**THE VARIETY.** You'll likely work on many different projects and on many job sites and with many people.

**ADVANCEMENT.** There are numerous opportunities for advancement in your trade, your union, and the construction industry.

**SELF ESTEEM.** All tradespeople know the pride that comes from knowing that they worked on construction projects that provide lasting benefits for our communities.

## Red Seal certification

What is Red Seal training?

The Red Seal program is the inter-provincial standard of excellence in the skilled trades. It is the highest standard of training in the country, and the minimum level that the BC Building Trades believes is acceptable.

## What Red Seal training provides

Along with excellence in training, the Red Seal is also your ticket to taking advantage of opportunities around the country. It means that you are recognized as having the competence and abilities to work on any job in your trade in Canada without having to go through any further examinations. In an increasingly mobile workplace, the Red Seal is essential for your future.

## How to get your Red Seal ticket

An Interprovincial Standards Red Seal can be obtained in the building trades by:

- 1) taking the technical training and getting work experience in a Red Seal trade
- 2) graduating from an apprenticeship training program recognized by the Industry Training Authority in B.C., and
- 3) passing the inter-provincial standards Red Seal exam for that trade

## The trades represented by the BC Building trades that offer red Seal training

Bricklayer  
Cement Mason/Concrete Finisher  
Construction Craft Worker  
Construction Electrician  
Crane Operator  
Drywall Finisher/Taper  
Glazier  
Heavy Equipment Operator  
Insulator  
Ironworker  
Lather/Interior Systems Mechanic  
Painter/Decorator  
Plant Operator  
Plumber  
Refrigeration Mechanic  
Roofer/Shingler  
Sheet Metal Worker  
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### Our Objectives

We in the IBEW want a world where a worker can go to a safe workplace, earn a fair wage and use their skills to do a good day's work...  
where workers can retire with dignity, with the security of knowing their health care is affordable and available... where children are  
treated like the precious treasures they are – nurtured, educated and loved so they can carry the torch into the future...  
and where workers can organize and bargain collectively to achieve all these things in fairness and in justice.

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# Training at a glance



Trade	Net cost for journey-person ticket: including books & tools	Time involved: technical training/ work-based training/ yrs. to completion	Training site: when affiliated with the BC Building Trades	Wage: starting apprentice rate to top journeyman wage (benefits, holiday pay & pension are IN ADDITION to these amounts)	Notes: Up to \$4,000 in federal gov't grants for Red Seal  trades have been taken into account. Costs for all trades are even lower when EI benefits and provincial tax credits are included.
ASPHALT PAVING LAYDOWN TECHNICIAN	\$500	3 wks./2,400 hrs / 2 yrs.	IUOE 115 Training site (Maple Ridge)	\$20 to \$33	
BRICKLAYER 	Net gain for apprentice*	3 levels/5,000 hrs. / 4 yrs.	Trowel Trades Centre (Surrey)	\$17 to \$44	*apprentices end up \$390 ahead
CONCRETE FINISHER 	Net gain for apprentice*	12 wks./3,240 hrs / 3 yrs.	Trowel Trades Centre (Surrey)	\$16 to \$35	*members end up \$4,000 ahead (non members-\$2,700 ahead)
CONSTRUCTION CAMP CULINARY WORKER	Net gain for apprentice*	5,000 hrs./3 yrs.	on the job	\$22 to \$36	*apprentices end up \$4,000 ahead
CONSTRUCTION CRAFT WORKER 	Net gain for apprentice*	8 wks. / 4,000 hrs. / 2 yrs.	CSW Training Society (Surrey)	\$14 to \$39	*apprentices end up \$4,000 ahead
CONSTRUCTION ELECTRICIAN 	\$5,000	40 wks. / 9,000 hrs. / 5 yrs.	Electrical Jnt. Train. Comm. (Port Coquitlam)	\$16 to \$35	6 months credit is given for pre-apprent. training. Call EJTC about the ELTT program.
DRYWALL FINISHER / TAPER 	Net gain for apprentice*	12 wks. / 4,500 hrs. / 2 yrs.	Finishing Trades Inst. (Surrey)	\$17 to \$38	*members end up \$2,750 ahead (non members-\$500)
GLAZIER 	Net gain for apprentice*	18 wks. / 6,400 hrs. / 3 yrs.	Finishing Trades Inst. (Surrey)	\$17 to \$38	*members end up \$3,200 ahead (non members-\$1,600)
HEAVY EQUIPMENT OPERATOR 	18,000	12 wks. / 3 yrs.	IUOE 115 Training site (Maple Ridge)	\$20 to \$32	
INSULATOR 	Net gain for apprentice*	16 wks. / 6,000 hrs. / 4 yrs.	—	\$17 to \$37	*apprentices end up \$1,700 ahead
IRONWORKER (reinforcing) 	Net gain for apprentice*	14 wks. / 3,200 hrs. / 2 yrs.	—	\$22 to \$36	*apprentices end up \$,800 ahead
IRONWORKER (generalist) 	\$2,000	35 wks. / 4,200 hrs. / 3 yrs.	—	\$22 to \$36	
LATHER /INTERIOR SYSTEMS MECHANIC 	Net gain for apprentice*	14 wks. / 4,500 hrs. / 4 yrs.	Finishing Trades Inst. (Surrey)	\$17 to \$38	*members end up \$3,750 ahead (non members-\$2,500)
MOBILE CRANE OPERATOR 	\$28,000	14 wks. / 4,020 hrs. / 4 yrs.	IUOE 115 Training site (Maple Ridge)	\$24 to \$45	
PAINTER-DECORATOR / PAINTER (industrial) 	Net gain apprentice*	15 wks. / 5,400 hrs. / 3 yrs.	Finishing Trades Inst. (Surrey)	\$14 to \$40	*members end up \$3,400 ahead (non members-\$2,200)
PLANT OPERATOR 	\$200	3 wks. / 3 yrs.	IUOE 115 Training site (Maple Ridge)	\$20 to \$45	
PLUMBER /PIPEFITTER SPRINKLERFITTER/ WELDER 	Net gain for apprentice*	26 wks. / 7,600 hrs. / 5 yrs.	—	\$16 to \$36	*members end up \$1,300 ahead (non members-\$200)
REFRIGERATION MECHANIC 	Net gain for apprentice*	28 wks. / 7,220 hrs. / 4 yrs.	Jnt. Apprent. Refrig. Tr. Sch. (Surrey)	\$14 to \$43	*apprentices end up \$1,195 ahead
ROOFER / SHINGLER 	Net gain for apprentice*	12 wks. / 3,600 hrs / 3 yrs.	Roofing Conts. Assn. of BC (Langley)	\$14 to \$29	*apprentices end up \$3,800 ahead
SHEET METAL WORKER 	Net gain for apprentice* \$160 (non member)	24 wks. / 6,400 hrs. / 4 yrs.	Sheet Metal Workers' Training Centre (Surrey)	\$17 to \$38	*members end up \$1,440 ahead
SHEET METAL WORKER (Architectural) 	Net gain for apprentice* \$160 (non member)	18 wks. / 4,800 hrs. / 3 yrs.	Sheet Metal Workers' Training Centre (Surrey)	\$17 to \$38	*members end up \$1,440 ahead
TEAMSTER	\$5,600*	2 yrs.	—	\$29 to \$43	*Class 1 licence & various tickets recommended
TILESETTER 	Net gain for apprentice*	4 wks. / 4,500 hrs. / 3 yrs.	Trowel Trades Centre (Surrey)	\$17 to \$35	*apprentices end up \$2,740 ahead
WAREHOUSE (PARTS) PERSON** 	\$2,000	12 wks. / 4,800 hrs / 3 yrs.	Teamsters Jnt. Train. Sch. (Vancouver)	\$29 to \$43	**Red Seal classification coming soon



# COMPETITIONS

## —Another dimension of the trades

FIND A  
**TRADE**

GET A  
**JOB**

By Leslie Dyson

Matt Hamm, a member of Sheet Metal Workers Local 280, likes the trade. "It's cool to see what you can make from flat pieces of metal and turn them into something 3D." Hamm won the gold medal at the Skills Canada national competition in Moncton in June.

The competitors, the best in the trade from each province, were not allowed to use power tools and were given just two six-hour days to fabricate decorative lobster traps out of copper, brass, and stainless steel. "It was a very tight finish," he said. After he completed the project, he took a look at what the others had done. "Everyone's project looked really good. I didn't think I'd win." But he did and there was just one point separating each of the top four competitors.

"They do the awards Olympic style. It's pretty cool."

Time management and knowing the qualities of your materials are important, he said. "Copper work is something you don't do everyday. It's extremely soft and easy to scratch and dent. Brass is an alloy so it's fairly easy to scratch too."

Hamm was introduced to the trade by a family friend who's also a supervisor at Fraser Valley Refrigeration. "I've always liked metal fab. I've built a lot of my own things like go carts and things for my truck. I like being self-sufficient."

Hamm won the gold medal at the



*Matt Hamm creating a gold-medal winning lobster trap out of copper, brass, and stainless steel at the national trades competition in Moncton in June.*

provincial competition in April. "I'm a competitive person...I really enjoy the competitions. I'm going to miss them."

He recommends others sign up when they can. "They give you more experience."

The BC Building Trades were well represented among the award winners at the Skills Canada provincial competition in Abbotsford. Brydan Blendheim, also from the Sheet Metal Workers

Training Centre, won a bronze medal.

Mobile crane operators, trained at the Operating Engineers Local 115 Training School, did exceptionally well too: Adam Beaton (gold medal winner), Colton Jackman (silver), and Pierce Vinje (bronze).

Anthony De Vita, from the Joint Apprentice Refrigeration Training School, won a gold medal in the refrigeration competition.

### Bricklayers and Tilersetters

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# THE WORK/THE WORKER



## Asphalt Paving Laydown Technician

**The work:** Asphalt Paving Technicians operate machines that lay, screed, rake, compact or mill surface materials in highway and road construction with the aid of stakes and level gauges. Technicians may also be responsible for the basic maintenance of equipment, safety around equipment and the compliance of markings, grades and stakes.

**The worker:** Key attributes are mechanical aptitude, manual dexterity and an ability to do hard physical work. Asphalt paving technicians must also be able to work individually and as team members.



## Bricklayer

**The work:** Bricklayers lay bricks, concrete blocks, stone, and other similar materials to construct or repair walls, arches, chimneys, fireplaces, and other structures in accordance with blueprints and specifications. They may be self-employed or work for construction companies and bricklaying contractors.

**The worker:** Bricklayers should be in good physical condition, aware of safety issues and have good manual dexterity. They also need a good sense of balance because they work with heavy equipment and materials on narrow platforms and scaffolds. Bricklayers also need to have a good aesthetic eye and be able to recognize patterns, lines, and proportions.



## Cement Mason / Concrete Finisher

**The work:** Cement masons smooth and finish freshly poured concrete, apply curing or surface treatments, and install, maintain, and restore various masonry structures such as foundations, floors, walls, ceilings, sidewalks, roads, patios, and high rise buildings. They may be self-employed or work for construction companies, cement and concrete contractors, and manufacturers of pre-cast concrete products.

**The worker:** Key attributes for people entering this trade are stamina, spatial perception, and hand-eye coordination. Artistic skills are also helpful in this trade. Some physical activities of this trade are heavy lifting, climbing, balancing, stooping, kneeling, crouching, crawling, and reaching.



## Construction Camp Cook

**The work:** Construction camp cooks prepare, cook, season, and present a wide variety of foods as complete meals or individual dishes. They plan menus and estimate food requirements and costs. They also order supplies and oversee others in the preparation, cooking, and handling of food.

**The worker:** Cooks have strong literacy, numeracy, communication, and problem-solving skills. They use technology that applies to their line of work and are able to work well independently and with others.



## Construction Camp Culinary Worker

**The work:** Construction camp culinary workers cook, prepare, season, and present a wide variety of foods, desserts, and baked goods. They provide complete meals or individual dishes. They plan menus, estimate food requirements, and cost, monitor, and order supplies and oversee others in the preparation, cooking, and handling of food.

**The worker:** Creativity, a keen sense of taste and smell, interest in precision work, and a good memory for details are key attributes for people entering this trade. Cooks must be able to remember recipes and be able to adapt them to available supplies and to the current need. They work with a variety of equipment, must be conscious of health information, be well organized, and able to multi-task. Solid mathematical, communication, and customer service skills are also important.



## Construction Craft Worker

**The work:** Construction craft workers (Labourers) work in industrial, commercial, and institutional construction; road building; traffic control; pre-cast cement; rail maintenance; mining/diamond drilling; tunneling, and landscaping. Their tasks include site preparation and cleanup, setting up, and removing access equipment, working on concrete and masonry, steel, wood, and pre-cast erecting projects. They handle materials and equipment and perform demolition, excavation, and compaction activities. They may also be responsible for site security.

**The worker:** Key attributes for workers in this trade are mechanical aptitude, manu-



# TRADES COVERED BY THE BC BUILDING TRADES

al dexterity, and an ability to do hard physical work. They must also be able to work both as team members, and sometimes, to interact directly with the public where such considerations as safety and legal liability are at issue.



## Construction Electrician

**The work:** Electricians lay out, assemble, install, test, troubleshoot, and repair electrical wiring, fixtures, control devices, and related equipment in buildings and other structures. They may be self-employed or work for electrical contractors and maintenance departments of buildings and other establishments.

**The worker:** Individuals working in these professions typically have an interest in mechanical processes and wiring. They must pay attention to detail and conduct precision work. They need to have good physical mobility and be able to work in high places. Workers in this group must also be able to distinguish colours to work with colour-coded wiring.



## Crane Operator

**The work:** Crane operators operate cranes or draglines to lift, move, and position heavy objects, such as building materials or machinery, at construction or industrial sites, ports, railway yards, surface mines, and similar locations. They are employed in construction, the industrial sector, mining, and cargo handling, and by railway companies and contractors.

**The worker:** Workers in this field typically have an interest in technology and mechanics. They should have good eyesight and excellent depth perception and eye-hand coordination. They should also have good concentration, balance, and stamina. Operators must be able to work safely for long hours, under stress, and

with the pressure of deadlines. They are required to work under all kinds of environmental and hazardous conditions, sometimes in confined spaces.



## Drywall Finisher

**The work:** Drywall Finishers prepare, tape, fill, and sand drywall seams, corners, and angles in a variety of different environments and contexts.

**The worker:** Key attributes are good hand-eye coordination and the ability to work at heights and pay attention to detail. The work requires lifting and positioning heavy building materials in a fast-paced environment. The work is physically demanding.



## Glazier

**The work:** Glaziers fabricate, install, and repair commercial and residential window, door, and entranceway systems. These include commercial storefronts, curtain-walls, skylights, window walls, total vision, suspended glazing, and office partitions. Glaziers also fabricate and install specialty glass and glazing products such as mirrors, x-ray glass, fireproof glass, and safety glass.

**The worker:** Glaziers require good reading, writing, and verbal communication skills, as well as mathematical ability. Physical strength and stamina are necessary to work with heavy glass materials, and good eyesight is needed to measure, cut, and detect flaws in glass and other materials. Manual dexterity, analytical ability, troubleshooting skills, and the ability to work alone and in teams are also important qualities. Glaziers must be prepared to work at heights as they are often suspended on swing stages on the sides of high rise towers.



## Heavy Equipment Operator

**The work:** These operators run heavy equipment in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings, and other structures; in surface mining and quarrying activities; and in material-handling work. These workers are employed by construction companies, heavy equipment contractors and public works departments and by pipeline, logging, and cargo-handling companies.

**The worker:** Key attributes for people entering this trade are good hand-eye coordination, mechanical aptitude, alertness, and safety consciousness. Heavy equipment operators sit in vehicles for extended periods of time. Adjusting equipment or co-ordinating activities with other workers may require walking, lifting and bending.



## Insulator Commercial/Institutional

**The work:** In this sector, insulators work in hospitals, schools, highrise offices, and residential towers. They install insulation materials to Heating, Ventilation, and Air Conditioning (HVAC) systems and plumbing systems, install fire-stopping systems, and apply heat tracing.

**The worker:** Workers should be comfortable working at heights and in cramped spaces. Insulators need to pay close attention to detail when cutting and fitting insulation. They must also keep their skills and techniques up to date in order to adapt to new insulation materials, building codes, and energy efficiency guidelines.

# THE WORK/THE WORKER



## Insulator-Industrial

**The work:** Insulators, working in the industrial sector, install insulation and protective coverings in facilities such as pulp mills, chemical plants, oil refineries, gas plants, shipyards, and many other manufacturing and processing industries. Types of equipment and piping to be insulated include steam and process piping, steam turbines, large boilers, storage tanks, heat exchangers, and vessels.

**The worker:** Workers should be comfortable working at heights and in cramped spaces. Insulators need to pay close attention to detail when cutting and fitting insulation. They must also keep their skills and techniques up to date in order to adapt to new insulation materials, building codes, and energy efficiency guidelines.



## Ironworker-Reinforcing Ironworker-Generalist

**The work:** Ironworkers fabricate, erect, hoist, install, repair, and service structural ironwork, pre-cast concrete, concrete reinforcing materials, curtain walls, ornamental iron, and other metals used in the construction of buildings, bridges, highways, dams, and other structures and equipment.

**The worker:** Ironworkers (reinforcing) work outside in all weather. They may also work in underground work sites. They work in a variety of locations (dams, bridges, mining projects, and urban environments) and on a variety of projects (highrise buildings, parking garages, transit systems, tunnels, and stadiums). The work may require that they be away from home for extended periods

of time and often requires considerable standing, bending, crawling, lifting, climbing, pulling, and reaching and is often conducted in cramped, confined spaces or at heights. Ironworkers have good mechanical aptitude, the ability to visualize finished products in three dimensions and the ability to work at heights in varying extreme climates.



## Lather/Interior Systems Mechanic

**The work:** Lathers frame interior walls and install window frames, doors, partitions, and computer floors. They hang drywall, T-bar ceilings, and suspended ceilings.

**The worker:** Key attributes are good hand-eye coordination and the ability to work at heights and pay attention to detail. Lathers must be able to read and interpret information from drawings, blueprints, and specifications. The work may require lifting and positioning heavy building materials in a fast-paced environment. The work is physically demanding and requires the use of personal protective equipment.



## Painter-Decorator / Painter-Industrial

**The work:** Painters/Decorators apply decorative and protective finishes in commercial, institutional, and industrial settings. They prepare a variety of surfaces (wood, masonry, drywall, plaster, concrete, synthetics, stucco, and metal) prior to the application of materials such as paint, high performance coatings, waterproofing, fireproofing, varnish, shellac, wall coverings, and specialty finishes.

**The worker:** Painters and decorators must have an eye for detail, the ability to plan work, and knowledge of many types of

finishes, their properties, and their applications. They must be able to calculate areas and relate such calculations to required materials. Good communication and customer service skills are required for painters and decorators who often interact with home/business owners, contractors, interior designers, architects, and engineers.

Painters and decorators must have an eye for detail, the ability to plan work, and knowledge of many types of finishes, their properties, and their applications. They must be able to calculate areas and relate such calculations to required materials. Good communication and customer service skills are required for painters and decorators who often interact with home/business owners, contractors, interior designers, architects, and engineers.



## Plant Operator

**The work:** Plant operators are responsible for the daily operation of plants: aggregate, asphalt, or concrete, and the safe handling of materials, quality control, maintenance, troubleshooting, and repairs.

**The worker:** Plant operators must be physically capable of performing tasks in all types of weather, over long hours (including shiftwork and out of town) in a hazardous environment (high voltage, moving components such as gears and conveyors), and under the stress of production demands. They also possess good interpersonal and communications skills. Demonstrated mechanical and electrical aptitudes are also essential.



# TRADES COVERED BY THE BC BUILDING TRADES



## Plumber

**The work:** Plumbers install, alter, and repair the systems that keep water and waste disposal systems running. They read and interpret blueprints and project specifications. They select the type and size of pipe required for a project and measure, shape, and join pipes according to the specifications.

**The worker:** The work is physically demanding so strength, stamina, and ability to work in a variety of environments are required. Plumbers are mechanically inclined and have an aptitude for mathematics. They are able to work alone and coordinate with other trades.



## Refrigeration Mechanic

**The work:** Refrigeration mechanics work in the residential, commercial, and industrial sectors installing, commissioning, servicing, and maintaining air-conditioning and heat pump systems, supermarket refrigeration, process refrigeration systems and everything in between. They also install, service, and maintain refrigerant piping, refrigerant controls, electrical controls, and building automation systems.

**The worker:** Refrigeration mechanics must be team players, problem solvers, eager to learn, physically capable of performing many tasks and possess good communication skills. They have an aptitude for math and science.



## Roofer / Shingler

**The work:** Roofers/shinglers install, repair, and replace flat roofs and shingles, shakes and other roofing tiles on residential, industrial, and commercial buildings. They may be self-employed or work for roofing and general contractors.

**The worker:** Roofer/shinglers are able to work independently and in a team setting. They have good manual dexterity and an eye for detail. They are physically fit, able to lift heavy objects, and are comfortable working at heights.



## Sheet Metal Worker

**The work:** Sheet metal workers fabricate, assemble, install, and repair sheet metal products. They may specialize in the on-site installation, the manufacture of sheet metal products, or in the servicing and maintenance of installed equipment and systems. They are employed by fabrication shops, manufacturing companies, sheet metal work contractors, and various industrial sectors.

**The worker:** Sheet metal workers have good spatial perception and an ability to pay close attention to detail. They must also have good manual dexterity to work with the tools necessary to cut and assemble sheet metal. These workers are comfortable working at heights and have an aptitude for mathematics.



## Sprinklerfitter

**The work:** Sprinklerfitters fabricate, install, test, maintain, inspect, and repair sprinkler systems on industrial, commercial, and residential job sites. They install wet- and dry pipe sprinkler systems, carbon dioxide, chemical, and foam extinguishing systems, stand pipe and hose systems, and fire pump systems.

**The worker:** Sprinklerfitting is a physically demanding job that requires strength, stamina, and working at heights. Sprinklerfitters are able to communicate well and coordinate with other trades.



## Steamfitter/Pipefitter

**The work:** Steamfitters/Pipefitters use blueprints and project specifications to construct, fabricate, and repair piping systems that carry water, steam, chemicals, and fuel and specialize in systems that move liquids or gases under high pressure. They also test and maintain the systems once they are in place, using specialized equipment to ensure the safety of the pipes and other components of the systems.

**The worker:** Steamfitter/Pipefitters must be physically fit because they work indoors and outdoors and perform tasks that often require climbing. They have a great degree of manual dexterity, excellent problem-solving skills, and are able to interpret and execute complex instructions.

# THE WORK/THE WORKER



## Teamster

**The work:** Teamsters drive a wide variety of vehicles such as articulated rock trucks, cat wagons, boom trucks, water trucks, buses, transit mixers, low beds, etc.

**The worker:** Some machinery, like low beds, requires considerable physical fitness. Versatility is a key attribute. Teamsters are able to run a variety of pieces of equipment and show a willingness to upgrade their training.



## Tilesetter

**The work:** Tilesetters cover interior and exterior walls, floors and ceilings with ceramic, marble and quarry tile, mosaics, or terrazzo. They may be self-employed or work for construction companies and masonry contractors.

**The worker:** Attributes include a good knowledge of mathematics to calculate weights and angles, wall and ceiling measurements, and the amount of material required to complete the work. The ability to read blueprints, shop drawings, and specifications is also important. Planning and visual skills are needed in the design stage. Tilesetters are required to have a good eye for colour and layout, since they may prearrange tiles to confirm a specific design. Aptitudes include manual and spatial dexterity, good hand-eye co-ordination, and good balance and vision.



## Warehouse Parts Person

**The work:** These workers control all materials that enter and leave construction and industrial sites and facilities in the automotive, commercial transport, heavy duty, marine, and warehousing sectors. They are involved in ordering, warehousing, and keeping inventory control over parts and accessories and making sure materials are stored properly and according to safety standards. Duties also include operating mechanized material handling equipment, loading and unloading materials, and maintaining supplies inventories using appropriate software.

**The worker:** Basic math skills, strength, stamina, and the ability to use proper lifting techniques and mechanized equipment are essential. Strong organizational skills, attention to details, and problem-solving abilities are also required. Warehousing, and keeping inventory control over parts and accessories and making sure materials are stored properly and according to safety standards. Duties also include operating mechanized material handling equipment, loading and unloading materials, and maintaining supplies inventories using appropriate software.



## Welder

**The work:** Welders weld ferrous and non-ferrous metals in all positions, on plates and pipes, using SMAW, GTAW, and FCAW processes and manual or semi-automatic welding equipment. They use flame-cutting, brazing, and air-arcing equipment. Welders must be able to read simple instructions and follow them precisely.

**The worker:** Welders have great manual dexterity and must be agile and in good physical health. They also have analytical ability and an understanding of computerized machinery.

## DO YOU HAVE WHAT IT TAKES?

Here are the qualities you need no matter what trade you enter:

- a willingness to learn
- patience
- dependability
- accuracy
- a safety conscious attitude
- skill with practical mathematics and geometry
- good communications and reading skills
- good computer skills
- an ability to follow instructions and take criticism
- confidence to ask questions
- an ability to work independently as well as with others in your trade and other trades
- good physical condition, hand-eye co-ordination, and manual dexterity
- comfort with heights and lifting
- stamina and strength
- a willingness to work in hot and cold environments and outdoors
- a willingness to travel to different job sites in the province and the country



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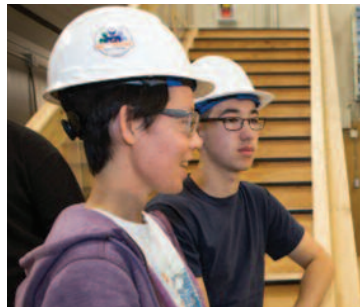
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A clean sweep! Mobile crane operators, from the Operating Engineers Local 115 Training School, took the top medals at the Skills Canada B.C. competition. Adam Beaton won gold, Colton Jackman the silver, and Pierce Vinje the bronze.



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COPE378

# IRONWORKERS' COMPETITION



Darrell Laboucan, president of the Ironworkers District Council for western Canada; David Milne (Crockett) from Local 97; apprentice John Molloy; and Local 97's Don Geisser.



Ironworker apprentice Danielle Shaw was one of the competitors in this year's Ironworkers Local 97 apprenticeship competition held at BCIT every two years. Winners of this year's competition in May went onto the western district competition in Calgary and from there to the national competition in Houston, Texas. Also pictured are Ironworkers Local 97 member David Milne, apprentice Mike Davio, and Local 97 lifetime member Don Geisser.



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- To obtain and maintain a fair standard of wages
- To protect the jurisdiction of the trade
- To organize those working in our craft
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Shawn Luke cartoon

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(ita.bc.ca)  
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# WHO TO CONTACT TO START YOUR TRAINING

## **Bricklayers & Allied Craftworkers Local 2 BC**

**Bricklayer  
Tiler**

PHONE: 604-580-2463  
EMAIL: [info@bac2bc.org](mailto:info@bac2bc.org)  
WEBSITE: [ttaa.ca](http://ttaa.ca)

## **Construction & Specialized Workers' Union Local 1611**

**Construction Craft Worker**

PHONE: 604-538-5101  
EMAIL: [training@liuna1611.ca](mailto:training@liuna1611.ca)  
WEBSITE: [cswu1611.org/training](http://cswu1611.org/training)

## **Insulators Local 118**

**Insulator Commercial/Institutional  
Insulator Industrial**

PHONE: 604-877-0909  
EMAIL: [insulators@insulators118.org](mailto:insulators@insulators118.org)  
WEBSITE: [insulators118.org](http://insulators118.org)

## **Int. Bro. of Electrical Workers Local 213**

**Construction Electrician**

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EMAIL: [info@ejtc.org](mailto:info@ejtc.org)  
WEBSITE: [ejtc.org](http://ejtc.org)

## **Int. Bro. of Electrical Workers Locals 230, 993, 1003**

**Construction Electrician**

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EMAIL: [wjets@telus.net](mailto:wjets@telus.net)  
WEBSITE: [ibew230.org/training.html](http://ibew230.org/training.html)

## **Int. Union of Operating Engineers Local 115**

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## **Int. Union of Painters & Allied Trades District Council 38**

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**Painter-Decorator/Painter-Industrial  
Lather/Interior Systems Mechanic**  
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EMAIL: [bbertholm@ftibc.ca](mailto:bbertholm@ftibc.ca)  
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**Ironworker-Reinforcing**

**Ironworker-Generalist**

PHONE: 604-874-6010  
EMAIL: [derek@ironworkerslocal97.com](mailto:derek@ironworkerslocal97.com)  
WEBSITE: [ironworkerslocal97.com](http://ironworkerslocal97.com)

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**Cement Mason / Concrete Finisher**

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**Refrigeration Mechanic**

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WEBSITE: [ua516.org](http://ua516.org)

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**Sheet Metal Worker**

**Roofer/Shingler**

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WEBSITE: [smwtcs.ca](http://smwtcs.ca)

## **Sheet Metal Workers Local 276**

PHONE: 250-727-3458

EMAIL: [info@smwia276](mailto:info@smwia276)

## **Teamsters Local 213**

**Warehouse (Parts) Person**

**Teamster**

PHONE: 604-874-3654  
EMAIL: [jts@shaw.ca](mailto:jts@shaw.ca)  
WEBSITE: [teamsters213.org](http://teamsters213.org)

## **United Assn. of Plumbers, Pipefitters Local 324**

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**Steamfitter / Pipefitter**

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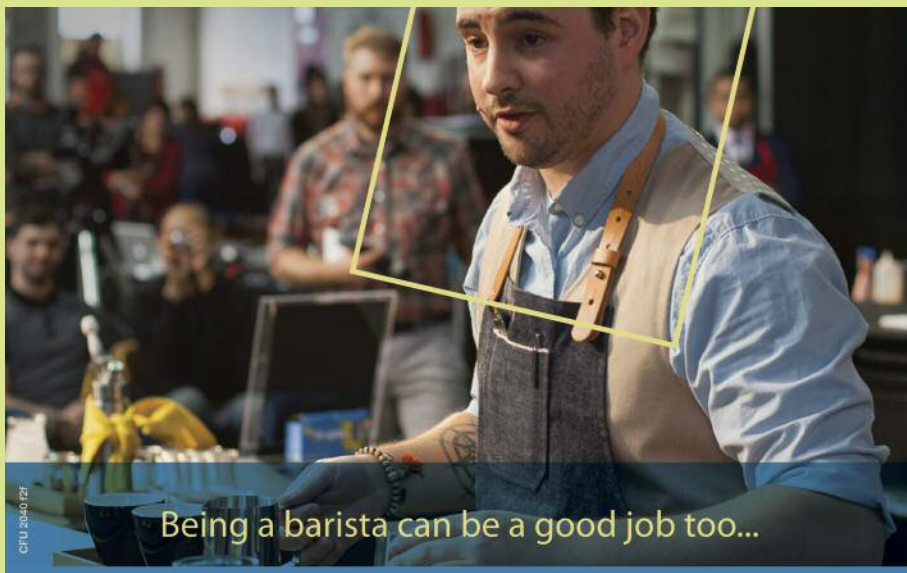
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# Be an agent of change

When you are at work, you have a much bigger task than just "filling the holes with bolts!"

You need to make sure you are doing your part to keep our industry viable and able to dispatch the best construction workforce.

But no matter what the work picture is for you right now, something is happening over which you have no control. The baby boomers are going to leave the industry soon.

If you're looking at retirement, there are some incredibly important things for you to do.

First, ensure that there is an apprentice, duly indentured, learning from you on the job. Your responsibility to the trade is clear. For 1,200 years, skilled journeypersons have been training apprentices. This is much more than having a "gofer" or someone to hold the "idiot end" of the tape. It is mentoring.

That means teaching the practical application of the things they learn in trade school. It is explaining why we do things in a certain way and showing them the correct way to get the job done. Teaching the "tricks of the trade" is a badge of honour for us.

There is more to teach than just some hand skills. There is ethos.

Ethos is the characteristic spirit of a culture as manifested in its beliefs and aspirations.

Our trades have an ethos: getting the job done right, taking pride in craftsmanship, and delivering in any situation that requires our skills and perseverance.

Apprentices need to learn that from the good guys and not the "rounders." I hope you see yourself as good guy and a teacher at work.

As the baby boomers leave their work, they should be replaced by trained apprentices. The people we are going to

train will not be like the apprentices of a few decades ago. We're in competition with other industries to secure the best. They will be bright young women, Aboriginal people, and people from underrepresented groups.

You have an important role here in making our worksites welcoming and respectful for everyone who wants to be trained to become a consummate professional in the trades.

This means being a real leader and not tolerating bad behaviour. I'm not talking about political correctness. There is no place for racist, sexist, or disgusting behaviour. Our industry is changing and I ask you to be an agent of change, not someone locked into a world that no longer exists.

It means standing up and speaking out rather than being a bystander. It means mentoring apprentices and sticking up for them. By doing that, you help your craft and your union and you create a personal legacy.

*The construction industry is changing. "The people we will train will not be like the apprentices of a few decades ago."*



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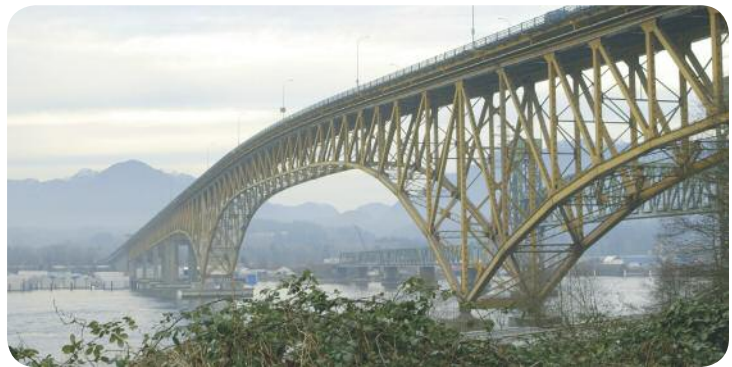
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# Remembering the collapse of the Iron Workers Memorial Bridge



On the afternoon of June 17, 1958 — the hottest day of the year — the Second Narrows Bridge collapsed during construction, throwing 79 men into the water below.

Eighteen workers and one rescue diver died. It remains one of the largest industrial incidents in B.C.'s history.

In 1994, in honour of those who lost their lives, the bridge was renamed the Iron Workers Memorial Second Narrows Crossing.

To hear survivors tell the story of this harrowing incident, or to learn more about the history of workers and unions in this province, visit [labourheritagecentre.ca](http://labourheritagecentre.ca).

The feature video *Ironworkers Memorial Bridge Tribute* was produced in partnership with the Labour Heritage Centre and WorkSafeBC.

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# Fall prevention workshop for construction

## Who should attend?

If you are a tradesperson, supervisor, safety officer or safety committee member, contractor, or supplier in the construction industry, this one-day safety workshop is for you. Learn from industry experts about fall prevention solutions through hands-on experience.

## Safety sessions

- **Responsibilities for fall prevention in the construction industry**

Safety is everybody's responsibility. Learn how owners, managers, supervisors, contractors, tradespersons, and regulatory personnel play a part in ensuring safety at your worksite.

- **Fall protection planning and procedures**

Learn the key points to evaluating and planning your fall protection needs for each project. We will walk you through the planning process and discuss work procedures, fall prevention methods, and the use of fall protection equipment.

- **Ladders and scaffolding in construction**

WorkSafeBC's prevention officers will discuss ladder safety in construction, including the safety resources that have been created to support WorkSafeBC's 2016 Construction High Risk Strategy. Scaffolding safety will also be discussed.

## Four hands-on practical sessions

- **Planning for safety as a team** — develop a written fall protection plan
- **Fall protection equipment inspection** — learn how to fit and inspect fall protection equipment
- **Fall protection options** — see and discuss fall prevention solutions in action (horizontal lifelines, guardrails, anchors, and more)
- **Ladder and scaffold safety** — learn all about both ladders and scaffolds from hazards and selection to inspection and set-up

Did you know that falls are a leading cause of serious injury in the construction industry?

Don't miss this one-day workshop where you'll learn about fall protection solutions and ways you and your crew can stay safe when working at heights.

## Register today!

### When?

**Saturday, October 15, 2016**

**8:00 a.m. – 4:15 p.m.**

Doors open at 7 a.m.

Space is limited, so register today

### Where?

Okanagan College

1000 KLO Road,

Kelowna, B.C.

### How to register

Go to [www.bccsa.ca/fallsworkshop](http://www.bccsa.ca/fallsworkshop) or email [fallsworkshop@worksafebc.com](mailto:fallsworkshop@worksafebc.com) for more information.

### Cost

\$25 + GST (lunch included)

### Resources for you

All delegates will receive a free information package containing safety resource materials.



# Foundations of safety leadership

By Chris Back  
Manager of Construction, Industry and Labour  
Services WorkSafeBC

## **Tips on how you can become a better safety leader on your job site**

What makes a great safety leader? For some, it's a person who will inspire, motivate, and energize their coworkers. For others, it's someone who's understandable and accessible when safety questions and issues arise. Ultimately, safety leadership requires a combination of all these skills to ensure that everyone stays safe on the job.

Great safety leadership comes from individuals who are motivated to improve safety, and fortunately, the skills you need to be successful in this role can be learned and developed with a little practice. When done well, effective leadership on a jobsite can improve overall business outcomes, and help make a difference in the lives of your co-workers.

## **Safety leadership in construction**

In an industry that's largely self-directed, the key to safety leadership on a construction site is to motivate fellow co-workers to practice good safety habits—even when they're working on their own. The best way to do this is to get to know the people you're working with to build a foundation of trust. Once you've earned their trust, you can then start to

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engage your peers in creating a culture of safety.

### **Lead by example**

A great way to create this culture is to “walk the walk.” If your co-workers see that you're making an effort to create a safe worksite, and you are following the safety rules for yourself, they're more likely to follow suit in their own behaviours.

You can set a strong example of safety by:

- leading and participating in safety meetings
- being open to discussing onsite safety
- wearing the correct personal protective equipment
- using safety checklists
- using tools safely and correctly
- following all onsite safety procedures

### **Encourage teamwork**

No matter how well you're leading a culture of health and safety, it won't go anywhere if other workers feel left out; luckily, with just a few simple steps you can help motivate teams on your worksite:

Encourage co-workers to share any questions or concerns about safety issues with the supervisor.

Make sure your work team is familiar with the safety plan and ask them to provide feedback on it.

Ask your supervisor to hold regular toolbox talks to keep everyone engaged and informed.

When the whole crew advocates for worksite safety, everyone benefits. It leads to employees proactively seeking and addressing hazards before they cause any harm, following safety rules and focussing on the tasks at hand. These changes make a huge impact on workplace safety, as well as adding a great sense of teamwork to the group.

Safety leadership is all about people. Leaders continuously evaluate and improve their safety programs to identify and control risks, improve safety education, heighten awareness, and ensure proper training to make sure everyone's safety needs are met. Once the proper training has been given and is understood, anyone can be a safety leader on the worksite.

Visit [worksafebc.com](http://worksafebc.com) for safety resources for the construction industry.

### **Fall prevention workshop for construction**

**Kelowna, October 15, 2016**

If you are a tradesperson, supervisor, safety officer, safety committee member, contractor, or supplier in the construction industry, this one-day safety workshop is for you. Learn from industry experts about fall prevention solutions through hands-on experience.

To register go to [www.bccsa.ca/fallworkshop](http://www.bccsa.ca/fallworkshop) or for more information email [fallworkshop@worksafebc.com](mailto:fallworkshop@worksafebc.com)

To provide feedback on this article, please contact Chris Back at 604.244.6367 from the Lower Mainland, toll-free elsewhere at 1.888.621.7233, or email [chris.back@worksafebc.com](mailto:chris.back@worksafebc.com).



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# LNG Working Group calls for 50% of apprentices to be from First Nations

By David Hogben

Depressed international energy prices have disrupted B.C. dreams of an immediate LNG-fuelled investment and employment bonanza.

But that hasn't stopped labour, business, and First Nations leaders from forging a game-changing plan that would provide apprenticeships and careers for Indigenous British Columbians, whether prospective multi-billion dollar LNG projects go ahead or not.

"The labour movement, the Aboriginal community and Petronas—one of the proponents—have agreed that 50% of all first-year apprentices should be Aboriginal people," said Jim Sinclair, the labour Vice-chair for the LNG Working Group.

That commitment is an extension of the work of the premier's LNG Working Group. It was given the task in 2014 of presenting the provincial government with recommendations for providing skilled trades people for the potential LNG boom.

The provincial Liberal government endorsed the working group's recommendation that 25% of all workers on LNG projects be apprentices, with priority given to First Nations, local, B.C., and Canadian workers before foreign workers.

"We decided very pragmatically that if the projects were going to be built, we had to make sure they weren't going to be built by hundreds and hundreds of temporary foreign workers while Canadians don't have a chance to be trained or have employment even if they have the skills."

Sinclair said it was good that the government accepted the recommendation, but more was needed to ensure that Indigenous British Columbians have opportunities to participate in potential LNG jobs and career training.

"In the construction industry, there has always been a very small number of Aboriginal people in the trades."

While major projects have provided more work in the past couple of decades, there were not enough training opportunities to launch trades careers for First Nations people in B.C.

One of the first things the working group did was to follow its own recommendation and increase First Nations membership in its own organization to equal to that of labour and management.

Now, the challenge is to have other potential LNG projects follow suit.

"I am optimistic that we will be able to have the other proponents sign on to the idea of 50% of the apprentices. There is some resistance to setting a concrete goal. I understand some of the hesitation, but the benefits for Aboriginal people and all of us, by far, outweigh any negatives," he said.

Some might think the 50% figure is too high, but Sinclair said people need to consider what's right and what's required to develop resources.

"The fact is, for decades and decades Aboriginal people have been kept out of the process. We have experienced discrimination and racism on some job sites and it's been very difficult for Aboriginal people to participate even though many, almost all, of these projects had negative effects on their lands.

"There is a history of exclusion and exploitation of Aboriginal people and if we are going to have a future, then it's very clear that we are going to have to change our relationship with those nations and build new ones," Sinclair said.

"It's the right thing to do for everybody—for unions, for working people, and for the Aboriginal community."

Besides, major resource development is not going to continue if B.C.'s First Nations continue to be excluded from the benefits.

If any more evidence is needed, in July the Federal Court of Appeal rejected the Northern Gateway pipeline project—already approved by the former Conservative government—to build a pipeline from Alberta to Kitimat because the proponents did not properly consult the First Nations along the route.

"It's all part of a positive change that now means you cannot go into the territory of Aboriginal groups and simply do what you wish," Sinclair said.

"You need to have some arrangement where those people get a benefit. One of the biggest benefits that can be given is access to employment and access to training, so that you are not just getting a job, you are getting a career."

"At the end of the five years, it's possible that 50% of persons on this project would be Aboriginal people. That would be a game changer for the Aboriginal community, but also for the labour movement and the province," Sinclair said.

Sinclair added that in the future, commitments such as First Nations people being paid BC Building Trades' rates could be written into project labour agreements. "They would be enforceable and grievable if they were not being met."

None of the multi-billion LNG proposals have been confirmed. (Petronas still needs environmental approval and has not yet made its final investment decision.)



Shawn Luke cartoon



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