

THE MAGAZINE OF THE  
BC BUILDING TRADES

FALL 2019  
VOL. 22 NO. 3

# tradetalk

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**EDITOR**  
Tom Sigurdson

**EDITORIAL SERVICES**  
Face to Face Communications  
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**DESIGN/PHOTOGRAPHY**  
Joshua Berson PhotoGraphics Ltd.  
UFCW 1518 UNIFOR LOCAL 780G

**ADVERTISING**  
Shane Dyson  
Canadian Freelance Union

Claudia Ferris  
UNIFOR LOCAL 780G

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Phil Venoit, President; Electrical Workers  
Tony Santavenere, Vice President Teamsters  
Hamish Stewart, Secretary-Treasurer, BCRC Carpenters  
Geoff Higginson, Bricklayers & Allied Trades  
Chris Feller, Cement Masons  
Neil Munro, Insulators  
Dan Jajic, IUPAT District Council 38  
Doug Parton, Ironworkers  
Nav Malhotra, Labourers  
Miro Maras, Millwrights  
Brian Cochrane, Operating Engineers  
Darrell Hawk, Pile Drivers  
Al Phillips, Plumbers and Pipefitters  
Jim Paquette, Sheet Metal Workers & Roofers  
Jim Pearson, UNITE HERE

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#### Cover:

*The executive of Build Together, the women's committee of the BC Building Trades (from left): Tara McDonald (Sheet Metal Workers Local 280), Julie Sawatsky (BC Regional Council of Carpenters), Sarina Hanschke (Labourers International Union of North America Local 1611), Kristine Byers (BC Regional Council of Carpenters), Chelsea French (International Union of Operating Engineers Local 115), Ashley Duncan (BC Insulators Local 118) and Sheila Sutherland (Teamsters Local 213). Missing from photo: Julia Ballantyne (UA Local 516). Photo: WendyD*

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# Starting Point

Josh Towsley, president of the Vancouver New Westminster & District Building Trades, presents a cheque to Kuldip Ardawa, the community partnership coordinator of the Surrey Food Bank.



**BELOW:** Merrill O'Donnell, Anne Leary, Julianne Losito, Tom Sigurdson, Nancy Antolcic, Corry Anderson-Fennell and Alyssa Alexander, the staff behind the BC Building Trades' highly successful annual It's Fore the Kids golf tournament. This year, over \$42,000 was raised for the UBC Centre for Research in Childhood Diabetes and Variety the Children's Charity, bringing the total raised over 21 years to \$408,000.



Shawn Luke cartoon

"WOULD YOU TURN YOUR #@%\* IS PHONES DOWN?! I CAN'T HEAR THE DAMN CONSTRUCTION NOISES!"

**We welcome your comments...**

We welcome your comments... Send letters to the editor to [bcytbctc@bcbuildingtrades.org](mailto:bcytbctc@bcbuildingtrades.org) and please include your name, address, phone number and, where relevant, union affiliation, trade or company.





## The Liberal Party of Canada has shown a willingness to work with us

Voting is a fundamental right of our citizenship. It is something we ought not to take for granted. Your vote counts! And yes you should get out and vote.

Who you vote for is your personal choice but as trade unionists, we need to consider what each political party has done in the past as well as what is offered in the party platform.

The Conservative Party of Canada continues to advance the right-wing, anti-union agenda under Andrew Scheer as it did under former Prime Minister Stephen Harper. The Harper administration passed legislation that would directly interfere with the administration of all trade unions in our country and other legislation that would impact workers' rights to organize and belong to the union of their choice. The legislation was a shameful attack on the rights of workers and the unions to which they belong. When the Trudeau Liberals were elected, they introduced legislation restoring the balance for workers and their unions; the Conservative Members of Parliament voted against the legislation, continuing to show their disdain for unions and workers.

The Green Party is primarily concerned about climate change and perhaps rightly so. However, their position on fossil fuels and resource extraction is inconsistent with the positions taken by the Building Trades. The Green position on transition from fossil fuels to renewables, as far as we can tell, does not account for the immediate impact such a transition would have on the work our members currently do in the resource sector. Canada exports fossil fuels to countries where even bitumen and LNG are cleaner energy sources than coal and dung. Pollution doesn't respect international borders; what is burned in India or China impacts climate change. Our contribution to burning cleaner energy by way of extracting and exporting to those countries will help reduce CO2 emissions as well as ensure work for our members.

The New Democratic Party has been the traditional voice of workers and unionized workers but for Building Trades members, of late the Federal New Democratic Party has been a disappointment. Their position on

pipelines and natural resource development has conflicted with the position of the Building Trades. In meetings with the leadership of the federal NDP, they have indicated that they only oppose one project (TMX) but fail to realize that their opposition translates into the loss of millions of hours of employment for construction workers.

The Liberal Party of Canada since coming to power in 2015 has worked closely with trade unions. Very specifically with the unions which make up the Building Trades. They have recognized the work we do with apprenticeship training and have provided much needed funding for equipment at our training centres. They have worked with us to develop better regulation regarding the use of Temporary Foreign Workers. They have consulted with us on natural resource development projects, on mobility issues, on Indigenous inclusion, on bringing more women into the trades, on immigration issues and the list goes on. The Liberals

have seen us as valuable partners as they develop policies that impact the work we do building the infrastructure that builds our economy.

If you reside in a constituency currently represented by a Liberal or NDP Member of Parliament seeking re-election, we encourage you to vote for that incumbent MP. If you reside in a constituency represented by a Conservative MP, we encourage you to consider voting for the candidate from either the NDP or Liberal parties who has the best chance to beat the Conservative incumbent. We cannot afford more attacks on workers' rights should the Conservative form a majority government. We do not endorse the Green Party candidates at the present time.

Belonging to a trade union and voting are fundamental rights in Canada. If you don't get out to vote, you are surrendering your choice of the kind of government we get to others. Be heard! Vote!!

### The Building Trades—Who we are

	Phone	Web address
BC Building Trades	778-397-2220	<a href="http://www.bcbuildingtrades.org">www.bcbuildingtrades.org</a>
<b>Affiliated Unions</b>		
BC Regional Council of Carpenters	250-383-8116	<a href="http://bcrc.ca">http://bcrc.ca</a>
Floorlayers Local 1541	604-524-6900	<a href="http://www.bcrc.ca">www.bcrc.ca</a>
Millwrights Local 2736	604-525-2736	<a href="http://www.millwrights2736.com">www.millwrights2736.com</a>
Piledrivers Local 2404	604-526-2404	<a href="http://piledrivers2404.ca">piledrivers2404.ca</a>
Bricklayers & Allied Craftworkers Local 2	604-584-2021	<a href="http://www.bac2bc.org">www.bac2bc.org</a>
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>
Electrical Workers Local 230 (V. Island)	250-388-7374	<a href="http://www.ibew230.org">www.ibew230.org</a>
Electrical Workers Local 1003 (Nelson)	250-354-4177	<a href="http://www.ibew1003.org">www.ibew1003.org</a>
Electrical Workers Local 993 (Kamloops)	250-376-8755	<a href="http://www.ibew993.org">www.ibew993.org</a>
Insulators Local 118	604-877-0909	<a href="http://www.insulators118.org">www.insulators118.org</a>
IUPAT District Council 38	604-524-8334	<a href="http://www.dc38.ca">www.dc38.ca</a>
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>
Pile Drivers Local 2404	604-526-2404	<a href="http://piledrivers2404.ca">http://piledrivers2404.ca</a>
Plumbers & Pipefitters Local 170	604-526-0441	<a href="http://www.plumbers.bc.ca">www.plumbers.bc.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>

Federal election Oct. 21

# Union construction workers can have significant impact

By **Lon Roberts**

If you don't agree with decisions being made in this country, what can you do about it?

With the federal election just weeks away, people are talking about jobs, pensions, infrastructure spending, bitumen and gas extraction and climate change. There's a deluge of information on social media platforms. With all the noise, it's hard to make any sense of it. Not surprisingly, cynicism about our electoral system and the effectiveness of voting are also rising.

"Our political system continues to ignore the concerns of many groups, but it remains an important way to exercise (political) voice," said Kendra Strauss in the SFU Labour Studies Department.

Workers in the unionized construction industry have more clout than they think. "It's important to remember that this is a group that does have political influence," she said.

Life for most construction workers usually requires waking up early to go to jobs that offer almost no autonomy but are intellectually and physically demanding. When their workday ends, they shift gears to a completely different set of responsibilities related to looking after themselves and their families and friends. So, there's little to no energy left by the end of the day to be an active citizen in the affairs of state.

That's where the union movement comes in and where you can influence the direction of your own union.

Canada's Building Trades Unions and BC Building Trades have put sustained effort and resources into lobbying at the national and provincial government levels. While the unionized construction messages are reaching politicians, there are systemic economic and political conditions working at cross-purposes.

You just have to look at the hyperactive real estate market in the Lower Mainland and major centres in the province to see that all that new construction did not increase job security for BC Building Trades members. In fact, the non-union sector was allowed to grow and it made it harder for younger union members and those with young families to find affordable housing close to those job sites. "Look at all the work that could be created if governments turned their priorities to building affordable housing for



Shawn Luke cartoon

everyone who needed it," Strauss added.

It may come as a surprise, but some good has come from the election of U.S. President Donald Trump and the Brexit crisis in the U.K. "They have started to shine the light on how social media functions. We don't even know who's behind some of the messaging.

"With all the content and platforms, we have to work a lot harder and it takes more time" to find information that we can trust. "It's easy to fall into echo-chambers that only confirm what we believe.

"When you're on a job site and you hear someone with a strong opinion spouting off about immigration (in a way you disagree with), it's not easy to challenge that," she said, "but you can have your own opinion and you can talk to other people. You might want to talk to someone who's recently emigrated about their experience."

Precariousness and lack of autonomy "have always been part of the capitalist system," she said. There wasn't just plantation slavery, there was bonded labour" (a practice in which employers

*Continued on next page*

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# Are you thinking about not voting?

By Lon Roberts

"If you're not planning to vote, what are you going to do instead?" asks Kendra Strauss from the SFU Labour Studies Department.

"People feel frustrated and there is the temptation not to vote," said said. "It's an understandable position. But the danger is that you give more power to people who do vote." We've seen that happen in the U.S., the EU and even Ontario. "The result is that more power is being given to those who already have it."

Angry and frightened voters want to recover what they've lost or fear losing. So they follow along with very rich politicians who lash out at those who are caught in horrible circumstances and have no power to change the system.

"We're still living in a colonial state that continues to ignore the concerns of many groups," Strauss added. It took some groups in society – centuries in the case of First Nations – to have the right to vote. And as difficult as life can be here, in a global economy, we cannot ignore the impact of Canada's actions that are adding to the suffering of billions of people living in the Global South.

"The reason politicians get away with things is because the pressure dissipates after they're elected."

Strauss rejects the notion that people vote against their interests.

Her research has revealed that, "people have a huge investment in who they are in society and identify on social and cultural lines, such as race, class, gender, religion."

The right wing has done a much better job than the left of understanding what is important to people's identity, Strauss said. The rise in white nationalism has found a home in neo-liberalism, which favours privatization, austerity, deregulation,

free trade and reductions in government spending. This is why working class people, whose ideology supports a so-called free market, will vote in favour of the neo-liberal candidate even though they don't benefit from it.

Even some political parties on the left have abandoned the idea of class politics to embrace free-market capitalism," she said. They hope that a few adjustments can bring about a better world for all.

There is a fear that if other people gain, we are going to lose. "I don't think that's the case," Strauss said. "Everyone gains from a more just and equitable society. But some people will lose some power and privileges. It's always been the case...It comes down to what is most important."

## Safety tips for election engagement

- Ask yourself what kind of city, community, and world you want for yourself and those you care about.
- Talk to people who you respect about where they get their information from.
- Talk about the issues with family members, friends and co-workers.
- Step out of your comfort zone. Check different sources of information.
- While the mainstream news media is being dramatically under-funded, it still employs some investigative journalists. And there are podcasts and online journals offering a wide range of perspectives on every issue and subject you can think of.
- Even though election promises are broken, read the election platforms and listen to the debates. At least, we can remind elected politicians when they've strayed from their professed goals and beliefs.
- Know what you want from the Canadian government in the short term and long term.
- Find out what the candidates in your riding are saying.
- Vote. It's one way to express your opinion. There are others too, of course (see above).

## Continued from previous page

gave high-interest loans to workers whose entire families, including children, had to work for low wages to pay off the debt). This is still the case in many countries.

The Canadian construction sector has not been as hard hit as other areas of the economy, but even we can see the treatment of temporary foreign workers who are being denied paths to citizenship in an employer-driven labour market, Strauss said.

And yet, "the issues that working people care about are subsumed by talk about free trade and balanced budgets.

"But I think that's starting to change," she added, "with the (union-led) Fight for \$15 campaign, awareness of precariousness and the affordability crisis."

The future is filled with serious challenges. "We know changes are needed," she said.

The unionized construction sector in Canada has shown leadership in the move to a sustainable and inclusive transition to a low-carbon economy. There is a genuine desire in the building trades to address climate change, Strauss added.

The BC Insulators Local 118 worked with John Calvert in Health Sciences at SFU to produce "The Union as Climate Change Advocate" (2016) and "Promoting Climate Literacy in B.C.'s Apprenticeship System" (2017).

Also in 2017, Canada's Building Trades Unions commissioned "Jobs for Tomorrow: Canada's Building Trades and Net Zero Emissions."

"Working people need to be at the core of that movement," Strauss said. "There are new and better ways of building."

Looking back, "it seems to have gotten worse," she said. "But it's

also gotten better because people in labour have been in the forefront fighting every day for a better life for everyone.

"We know we have to make changes if we want a better world for our children and grandchildren and (as we age!) our elders."



## Chief Executive Officer for Canada's Building Trades Unions

# The next election sets the stage for the next four years

Canada's Building Trades Unions are preparing for this fall's federal election. The need to get out the vote is more important than ever.

Before the Trudeau Liberals were elected in 2015, the building trades had been fighting for ground, and meetings with the Harper Conservatives came to no avail.

It has always been our policy to work with political parties of all stripes to ensure our members' voices are represented on important issues. However, during the years under Stephen Harper, the labour movement was under attack and it was nearly impossible to obtain a meeting. You may recall the anti-worker legislation (like bills C-377 and C-525) that went ahead despite widespread opposition.

When the Liberals were elected to a majority government in 2015, one of their first moves was to pass Bill C-4 which repealed these two pieces of legislation.

The Liberals then went on to expand the Canada Pension Plan and increase the Guaranteed Income Supplement for the country's poorest senior citizens.

Over the past four years, the Liberal government has taken a serious step forward to highlight the skilled trades as a viable and sustainable career choice by:

- providing \$25 million to unions to purchase equipment and materials and test innovative training methods
- introducing the Apprenticeship Incentive Grant for Women

- providing \$3.1 million to open three provincial Offices to Advance Women Apprentices
- investing \$46 million over five years for a new program to develop and enhance pre-apprenticeship training that will help Canadians, and particularly underrepresented groups such as women, Indigenous peoples, visible minorities, persons with disabilities and newcomers

## We don't want voter regret... quite frankly, we can't afford it.

The current government banned the import and use of asbestos. That did not happen by accident. Building trades members and our partners campaigned and lobbied and finally found a government that listened. Now, we need to address the legacy of asbestos and help people – often our members – working in construction, maintenance, refurbishment or demolition, who are exposed to this dreadful chemical on a daily basis. We need a national asbestos agency and mesothelioma registry and a government that will do that work.

Although there is room for improvement, the federal Liberals have shown that



they are willing to work with us. They ratified the International Labour Organization Convention's No. 98, which recognizes the right to organize and collectively bargain and also prohibits anti-union discrimination by the federal government. Trudeau's government also reduced the employment insurance waiting period from two weeks to one, another issue we have been lobbying on for years.

Over 4,800 projects were approved in the last four years that put our members to work and created job opportunities for apprenticeship training.

What we want, from all parties running in the next federal election, is the opportunity for open and honest dialogue. We build Canada and we want to continue to do that for years to come regardless of who is in power. As we lead up to the fall election, the CBTU team will do everything we can to be a source of objective and timely information so that you can make the best decision when it comes to casting your vote.

Above all, I hope that every one of our over half a million members shows up at the polls and mark the ballot – it's an exercise of your democratic right. I hope you will make an independent, informed decision. This election, like all others, will shape our future for the next four years. We don't want voter regret. We've seen this time and time again and, quite frankly, we can't afford it.

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# When women rise, unions shine

By Corry Anderson-Fennell  
BCBT Communications Director

When Angeline Camille decided to become an electrician, one of the first people she told about her new career path was her grandmother.

Grandma had some sage words of advice for her granddaughter: “Always respect yourself, respect the job and respect the people you work with, even when they act like a horse’s butt!”

Camille has never forgotten her grandmother’s advice, and it’s served her well in the 20 years since that first day when she enrolled in a “try a trade” program at Thompson Rivers University in Kamloops. Camille ultimately opted for the electrical program because it didn’t have a year-long waiting list.

“When I started in trade school, I was the only First Nations woman taking electrical in the six different classes that were running at that time, and the only woman in the four different welding classes that were also going on at the same time,” recalled Camille, who was born and raised on the TK’eml’ups te Secmepmc First Nations’ land.

With women making up less than five per cent of the skilled construction workforce in B.C., they are accustomed to being “first” or “only” in a classroom or on a job site. But there is hope that’s starting to change with the



*“I had to endure a lot because certain men cannot handle the fact that I can work as hard as them and I am an excellent multitasker. I know that I am not as strong as some men, but I can figure out how to do the same job in a better way suited for my strength.” – Angeline Camille, organizer, IBEW Local 993.*

establishment of programs like the BC Centre for Women in the Trades (BCCWITT), Build Together: Women of the Building Trades, and a multitude of other programs and incentives for women to enter and advance in this sector.

The latest figures from the Industry Training Authority provide some measure of success for Building Trades unions. The ITA’s July 2019 quarterly report shows local union training schools exceeding – and in some cases doubling – the provincial average for women in the trades. According to the report, 12 per cent of the apprentices registered to the District Council 38 Joint Trade Society are women. Furthermore, nine per cent of DC 38’s apprentices are Indigenous, compared to 5.9 per cent in the B.C. population.

Meanwhile, 12 per cent of the apprentices registered through the Electrical Joint Training Committee of the International Brotherhood of Electrical Workers Local 213, are women, and eight per cent are Indigenous. The United Brotherhood of Carpenters Local 1598, with the BC Regional Council of Carpenters, has nine per cent women apprentices and 10 per cent Indigenous apprentices.

And Camille’s own union, IBEW Local 993, has a whopping 20 per cent women apprentices, which is four times the provincial average. But women aren’t only advancing in the trades as apprentices; they are taking on roles as union leaders, too.

*The best thing about her trade? “The pride I feel in all the skills I’ve learned and all the projects I’ve worked on. And hitting s&t with a really big hammer.” – KC Newman, business agent, Ironworkers Local 97*



*“There is always something new to learn and these are great skills to have in life.” – Lisa Langevin, assistant business manager, IBEW Local 213*

Camille is her union’s Indigenous liaison and an organizer, responsible for various aspects of membership development.

Organizing is also part of KC Newman’s job with Ironworkers Local 97. As a business agent, she does everything from recruitment and organizing to letting members know about training and apprenticeship opportunities. Though she experienced plenty of harassment on the job throughout her career, Newman describes her path as “easy, compared to some,” referring to the stories she hears from other women ironworkers, now that she’s in a job that puts her in contact with women much more frequently.

“I see the harassment and bullying of my ironworker sisters much more now that I work in the union hall,” says Newman. “And it makes me both angry and sad to see these fantastic and skilled women being treated like this. So I’m very proud to see that my sisters continue to go to work and do what they love, and fight for the respect they deserve.”

IBEW Local 213 electrician Lisa Langevin is an assistant business manager with her union. In addition to negotiating collective agreements and managing member grievances, she’s also heavily engaged in the sector as an advocate of the skilled trades overall and tradeswomen in particular, sitting on the ITA board of directors and the governance committee of BCCWITT, among other roles.

*Continued on following page*

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She describes her journey: "With the support of my union, I began doing more advocacy for women in trades. The advocacy led to lobbying the provincial government, and we were given funding to do some research on the barriers to women in trades. I negotiated the union hiring me directly and contracting me out to do the work."

Langevin is also president of the BC Tradeswomen Society.

Over at the BC Regional Council of Carpenters, there doesn't seem to be a hat – or a toolbelt – that Kristine Byers doesn't wear. Byers is a BCRCC representative, recruiter and instructor. Her work includes signing up and dispatching new members, engaging with community and employer organizations to promote the skilled trades, assisting shop stewards with job site issues, participating on panels and focus

groups about the skilled trades and teaching the introduction to carpentry class at the affiliated UA Piping Industry College of B.C.

"It is not a nine-to-five, 40-hour-a-week kind of job," Byers confides. "But when you are able to accommodate or help that one person who has been struggling, it all seems worth it."

Byers is on the executive of Build Together, the women's committee of the BC Building Trades. She and Sheet Metal Local 280's Chelsea Blanchard recently gave a presentation on opportunities in the trades to women

*"Stop hesitating and doubting yourself. There's no one better fit for this job than you. Try it out. If you don't enjoy it or it doesn't work, you can always go back to the tools. That's the beauty of the trades, they're versatile and adaptive and so are you!" – Kristine Byers, organizer, BC Regional Council of Carpenters*

inmates at Fraser Valley Institution. Byers says that's the best thing about her job: helping inspire and bring new people into the trades.



## CONDITIONS CHANGE. BE PREPARED AND PLAN AHEAD.

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# FIND A TRADE GET A JOB

## Special Tradetalk feature



### Why people join the trades

**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.

**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.

**PRIDE** All tradespeople know the pride that comes from working on construction projects that provide lasting benefits for our communities.

Quick facts, overviews, and a closer look at the construction trades

**PRESIDENT'S VIEW**

**PHIL VENOIT**

**Phil Venoit, IBEW Local 230, RSE**

# Red Seal and compulsory trades

The Red Seal Program was established following the first National Conference on Apprenticeship in Trades and Industries in Ottawa in 1952 and first certificates were issued seven years later. Construction craft workers who pass their Red Seal trades exam receive a Red Seal endorsement on their provincial or territorial trade certificate. The Red Seal indicates that a tradesperson has demonstrated the knowledge required for the national standard in their trade. The endorsement sends a message of excellence to employers, instills pride in skilled workers and facilitates labour mobility. It's an economic solution for getting major projects built on time and on budget regardless of where in the country projects are built.

Compulsory certification applies to trades in which journeypersons are required to have Red Seal certification and apprentices must be registered with their provincial training authority.

In the past, B.C. had as many as 11 compulsory trades. Today we have none, as the B.C. Liberals got confused back in 2002 between "Red Seal" and "Red Tape" and, like a bull on Red Bull in a muleta store, gutted it all.

So now, the companies winning con-

tracts to work on your high-rise elevator, the gas feeding your home appliances, your kid's school roof and your hospital's emergency lighting and even sending out that loaded cement truck coming up behind you at the next red light, may be dispatching people who are not properly trained or qualified.

Members of the building trades are responsible for constructing and maintaining systems in the industrial plants, commercial and institutional facilities, residential dwellings, government buildings and energy and transportation infrastructure that make up the North American landscape.

Standards need to be re-established and enforced. We've seen the disaster news stories where mistakes and poor quality work have resulted in human casualties and destruction of the environment.

However, unionized construction contractors follow the apprenticeship programs and training processes for Red Seal endorsement and compulsory certification. And the benefits are numerous and undeniable.

Certifiable training protects workers' and the public's safety and leads to reduced liability and liability insurance costs, increased public and consumer



confidence and satisfaction and quality construction. It even saves clients' money in the long run because it protects project owners and taxpayers from costly deficiencies and accidents and brings greater predictability to estimates. It's better for communities, too, because it provides justifiably higher wages and greater job security and good companies that build their reputations on quality work.

Getting it done right the first time is what happens when you have compulsory certification.

In 2015, the Canadian Council of Directors of Apprenticeship (CCDA) announced the official recognition of the RSE (Red Seal Endorsement) for qualified skilled journeypersons.

Skilled trades professionals who display the RSE designation let other tradespeople, the construction industry and the public know that they have the proper credentials while raising awareness of and promoting the Red Seal Program.

If you earned it, remember to use it!

## Bricklayers and Tilesetters

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# Sheet Metal Workers bring in radical changes to training

By M. Malatesta

In the rapidly changing construction industry, building trades affiliates are continually upgrading and modernizing their training and apprenticeship programs and schools to meet new challenges.

The Sheet Metal Workers Local 280 has undertaken the most comprehensive redesign in over 40 years, according to training coordinator Jud Martell.

“We’re harmonizing all of the federal and provincial requirements for our Red Seal training programs,” he said. “And we have added a whole new series of training and education courses in our program that cover a range of topics our school hasn’t taught in the past. It’s a big change.”

He said the sheet metal trades have become far more technical and diversified over the past two decades with the growth of digital computer and laser technologies, dozens of new materials and methods for installing them and all the related safety concerns. “There’s been a whole generation of change in our trades,” he said. “There are now over 80 different types of materials we use today, from about seven or eight in the 1970s.”

The changes in the market and working conditions have compelled training schools to become more responsive and more quickly, Martell said.

“Back in the 1970s, the school simply decided what courses and training it would sponsor,” he said. “Members who wanted additional training would have to get it on their own.”

Now, however, Martell said the local has shifted its policy to an assertive program that prepares members for the changes it can see coming.

Currently, there are four levels of apprenticeship with six weeks of training per level in addition to on-the-job work training. Starting this year, there will be eight weeks of training per level.

“We’ve been trying to get these changes in our apprenticeships since 1999,” Martell said. “That’s when we really started to see the need to modernize. It took a while to get some of the contractors on board. But eventually we got everything in place.”

Martell said the changes were ready to be implemented in 2008, when the North American fiscal near-crash that crippled much of the construction sector. The resulting wave of cancelled and delayed projects created huge instability in the industry. The new training and apprenticeship program was put on ice until this year.

“It was all taken off the table,” he said. “It was only last year that we started to make more progress.”

But Martell said global economic upheaval is only one factor working against advancing and modernizing trades training, not only for sheet metal workers, but for all trades.

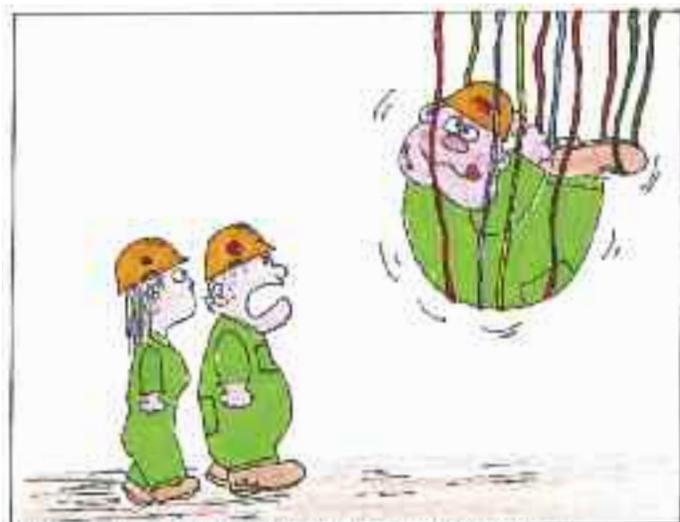
**SHEET METAL WORKERS' ROOFER AND PRODUCTION WORKERS' LOCAL UNION 280**

BUSINESS MANAGER	JIM PAQUETTE
BUSINESS REPRESENTATIVE	KEN ELWORTHY
BUSINESS REPRESENTATIVE	RICHARD MANGELSDORF
BUSINESS REPRESENTATIVE	TROY CLUTCHY

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Deliberate anti-union labour legislation of the previous provincial government and underfunding of apprenticeship programs resulted in fewer properly trained workers to meet market demand.

“We’re moving ahead despite decades of government intransigence,” Martell said. “All the anti-union laws and undermining of union construction has left less time for training over the years. But now with a new more labour-friendly government, we’re getting back on track.”



I WAS GOING TO FIRE HIM, BUT ACCORDING TO ANCESTRY.CA, HE IS A WORKER'S COUSIN.

José Lam cartoon

# Let's compare costs

A bachelor's degree in arts or science will cost \$22,000-plus. 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 master's degrees. So add another \$16,000 or more.

With trades training YOU EARN WHILE YOU LEARN plus you qualify for EI, and up to \$4,000 in federal government grants, \$2,000 in provincial tax credits and some unions offer bursaries! (See the table on Pg. 8)

The 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. Additionally, there are B.C. construction unions representing 32 TRADES! Check out the feature A Closer Look at the Trades in this section.

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 on Pg. 15.

## Good pay, great support with a union job

While the hourly rate paid to construction workers in the union and non-union sectors may seem equal, they are not. A union wage includes training that is highly relevant and ongoing through mentorships with other experienced people in the trades. The training leads to jobs because it is directed by a partnership between labour, education and employers.

Training costs are covered by collective agreements, which means that the negotiations are done for you. Training under a joint union/employer board provides sponsorship regardless of who your contractor is.

Young workers are in high demand as older construction workers retire.

There's a lot more respect being given to the trades and a lot of smart

people coming into the industry thanks to more government-funded apprenticeship grants.

## Do you have what it takes to be successful?

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 communication and reading skills
- ability to adapt to new technologies
- 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

- coordination 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

## Learn more

- BC Building Trades ([bcbuildingtrades.org](http://bcbuildingtrades.org))
- ApprenticeSearch.com (Ontario-based site providing details about each trade)
- Industry Training Authority ([ita.bc.ca](http://ita.bc.ca))
- Red Seal Program ([red-seal.ca/](http://red-seal.ca/))



WHAT KIND OF SPRINKLER SYSTEM ONLY WORKS WHEN THE PLANTS ARE ON FIRE!?

# What is Red Seal certification?

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.
- 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  
Carpenter

Cement Mason/Concrete Finisher  
Construction Craft Worker  
Electrician—Construction  
Drywall Finisher/Taper  
Glazier  
Heavy Equipment Operator  
Insulator  
Ironworker—Reinforcing/Generalist  
Millwright  
Mobile Crane Operator  
Painter/Decorator  
Plant Operator  
Pipefitter  
Plumber  
Refrigeration Mechanic  
Roofer/Shingler  
Sheet Metal Worker  
Sprinklerfitter  
Tiler  
Wall & Ceiling Installer (Interior Systems Mechanic)  
Welder



## BUILDING A FOUNDATION FOR THE NEXT GENERATION

Concert is proudly owned by union and management pension funds representing over 200,000 Canadian workers. Forming a meaningful foundation for our ongoing support and use of union labour, the company has proudly taken a leadership role in championing trades training and education. As Concert celebrates 30 years of doing good work and giving back, we are pleased to have raised over \$3.5 million for trades training programs, including BCIT and Camosun College.

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**30**  
YEARS  
1987-2017



*Mentorship Matters*

# Strategies to overcome the frustrations of mentors and apprentices

By **Claudia Ferris**

If you work in the trades, you likely learned the majority of your skills on the job. You might have been lucky enough to have had an expert journey-person guide you through new processes that you needed to learn, or unluckily been thrown onto unfamiliar jobs and yelled at if you made a mistake.

The culture of job sites and the workforce have changed profoundly over the last decades in the building trades. An increasingly diverse workforce in environments that require constant learning means communication is more critical than ever before. Tradespeople need to have the expertise to do the work and the ability to teach others how to do it, and both tasks require very different skill sets.

As a journey-person, you need to be able to transfer your knowledge to apprentices. As an apprentice, you need to be able to ask questions if there's something you're not understanding. That's the basis of the construction industry focused Mentorship Matters program.

SkillPlan developed the mentorship training program as part of its workforce development service to the BC Building Trades. Chief Executive Officer Kyle Downie said SkillPlan helps 1,500 apprentices every year who are working toward their Red Seal certification, and the mentorship program grew out of what they saw on the job site. Downie said, "There was frustration on both sides, the mentor and apprentice."

The solution is to teach workplace leaders how to train and mentor others. Organizations select trainers to

attend a one-day train-the-trainer Mentorship Matters session where they learn how to prepare their workers to be stronger mentors and apprentices. Once those trainers receive the training, they go back to their workplaces with a toolbox of best practices that allows them to deliver a four-hour mentor or apprentice workshop to workers.

The program's workbook contains practice communications exercises and videos. Experienced workers are guided through the responsibilities of a mentor and on-the-job leader. They are taught a six-step approach to teach skills that includes techniques for demonstrating, evaluating and providing feedback, including intergenerational communication strategies.

For apprentices, the workbook provides examples and exercises to help them identify various learning styles and

## Community Benefits Agreements

The Allied Hydro Council has been negotiating agreements with B.C.'s construction unions for the construction of hydroelectric dams since 1963.

These agreements ensure fair wages, good benefits, apprenticeships, local hire, career access to women and Indigenous people, and environmental improvements.

**A proven construction model for the next generation of workers.**



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associated strategies to gain the most from verbal and practical instruction so that they can take charge of their learning. Newer workers can use the workbook to practise effective communications strategies designed to help them maximize on-the-job learning opportunities.

Phil Davis is the managing director of the Electrical Joint Training Committee, which manages administration for up to 900 electrical apprentices at a time. The EJTC has partnered with SkillPlan to deliver Mentorship Matters. Davis said the program is effective because it enhances the ability of in-house experts to mentor and builds capacity within their organization. He said, "workplace retention is a challenge and Mentorship Matters helps by giving people a solid plan to create a productive, safe working environment."

Davis is proud that the program is Canadian-based and backed by unions and industry. He said finishing and electrical trades in the United States and Canada have adopted the plan at 24 training centres.

SkillPlan is leading a national Return on Investment research project about mentorship and Downie reported that, "engagement is high with mentors and apprentices wanting to participate in the research." He said, "with mentorship training, we're noticing a difference in the team working together, the efficiency of knowledge transfer, workplace safety and developing stronger crew dynamics."

If you are interested in bringing Mentorship Matters to your workplace, visit [MentorshipMatters.com](http://MentorshipMatters.com)

## BUILDING TRADES PROGRAMS BY THE NUMBERS



\$53,241,780

ASSETS across union training programs dedicated to training, land, facilities and equipment.



\$21,423,099

ANNUAL EXPENDITURES across union training programs committed to training, staffing, bonuses, operations and maintenance.



7,387

APPRENTICES and trainees across union training programs.



673

RED SEAL completions in 2018 across union training programs.



141

FULL TIME AND PART TIME STAFF across union training programs.



## mentorship matters

Mentorship Matters™ is a unique and innovative on-the-job mentoring program building a stronger, safer industry with benefits to your union that include:

- Increased Productivity
- Better Hiring Retention
- Job Satisfaction
- Faster Acquisition of Skills
- Intergenerational Communication



A Blueprint for

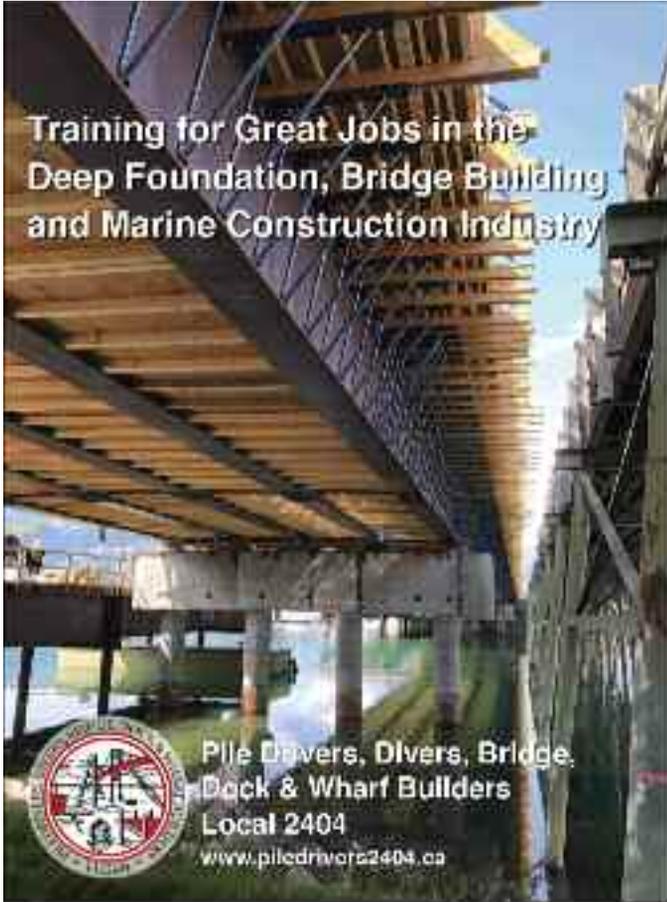
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kyle@mentorshipmatters.com

Phil Davis 604-219-7552  
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# Training at a Glance

Trade	Time involved <i>technical training/ work-based training/ years to complete</i>	Wage <i>starting rate to journey person, benefits are in addition</i>	Cost of training The federal government provides up to \$4,000 for Red Seal trades training. This applies to all trades with the  . So apprentices in these trades actually end up with a grant at the end of their training. There are additional grants for women as well.
Asphalt Paving Laydown Techn.	4 wks./1,690 hrs./2 yrs.	\$22 to \$35/hr.	Net cost: \$500
 Bricklayer	3 levels/5,000 hrs./4 yrs.	\$17 to \$44/hr.	Apprentices end up earning \$390
 Carpenter	7 wks./6,360 hrs./4 yrs.	\$16 to \$42/hr.	Union members end up earning \$7,000
 Cement Mason / Concrete Finisher	12 wks./3,240 hrs./3 yrs.	\$16 to \$35/hr.	Union members end up earning \$4,000; non members-\$2,700
 Construction Craft Worker	8 wks./4,000 hrs./2 yrs.	\$16 to \$39 /hr.	Apprentices end up earning \$4,000
Culinary Worker – Const. Camp	5,000 hrs./3 yrs.	\$22 to \$36/hr.	Apprentices end up earning \$4,000
 Electrician - Construction	40 - 55 wks./ 7,200 – 7,800 hrs./5 yrs.	\$18 to \$40/hr.	Contact the IBEW Local Unions on the last page of this supplement.
 Drywall Finisher/Taper	12 wks./4,500 hrs./3 yrs.	\$18 to \$34/hr.	Union members end up earning \$2,750; non-members \$500
 Floorlayer	5 wks./5,400 hrs./3 yrs.	\$16 to \$31/hr.	Union members end up earning \$4,000
 Glazier	18 wks./6,400 hrs./4 yrs.	\$19 to \$38/hr.	Union members end up earning \$4,200; non-members \$1,600
Haz-Mat Abatement	2 wks./4,800 hrs./3 yrs.	\$17 to \$24/hr.	No cost to members
 Heavy Equipment Operator	12 wks./3 yrs.	\$22 to \$36/hr.	Net cost: \$18,000
 Insulator	18 wks./7,000 hrs./4 yrs.	\$17 to \$37/hr.	Apprentices end up earning \$1,700
 Ironworker - Reinforcing	14 wks./3,180 hrs./2 yrs.	\$23 to \$43/hr.	Apprentices end up earning \$950
 Ironworker – Generalist	35 wks./4,740 hrs./3 yrs.	\$22 to \$36/hr.	Net cost: \$2,000
 Millwright	28 wks./7,200 hrs./4 yrs.	\$28 to \$44	Apprentices end up earning \$250
 Mobile Crane Operator	13 wks./5,400 hrs./4 yrs.	\$24 to \$45/hr.	Net cost: \$28,000
 Painter Decorator	18 wks./6,000 hrs./4 yrs.	\$18 to \$40/hr.	Union members end up earning \$3,600; non-members \$2,200
Pile Driver	18 wks./3,600 hrs./3 yrs.	\$28 to \$41/hr.	Apprentices end up earning \$1,000
 Plant Operator	3 wks./3 yrs.	\$20 to \$45/hr.	Net cost: \$200
 Pipefitter	26 wks./7,200 hrs./4 yrs.	\$16 to \$44/hr.	Apprentices end up earning \$1,000; non members pay \$1,213
 Plumber	26 wks./7,200 hrs./4 yrs.	\$16 to \$44/hr.	Apprentices end up earning \$1,000; Non-members pay \$1,213
 Refrigeration Mechanic	33 wks./6,210 hrs./4 yrs.	\$14 to \$43/hr.	Apprentices end up earning \$1,195
 Roofer/Shingler	12 wks./3,600 hrs./3 yrs.	\$14 to \$29/hr.	Apprentices end up earning \$3,800
 Sheet Metal Worker	24 wks./6,400 hrs./4 yrs.	\$17 to \$38/hr.	Union members end up earning \$1,440; non union \$160
Sheet Metal Worker–Architectural	18 wks./4,800 hrs./3 yrs.	\$17 to \$38/hr.	Union members end up earning \$1,440; non members \$160
 Sprinklerfitter	24 wks./7,200 hrs./4 yrs.	\$16 to \$44/hr.	Apprentices end up earning \$1,000; non members pay \$1,213
Teamster	2 yrs.	\$29 to \$43/hr.	Net cost: \$5,600
 Tilesetter	4 wks./4,500 hrs./3 yrs.	\$17 to \$35/hr.	Apprentices end up earning \$2,740
 Wall & Ceiling Installer (Interior Systems Mechanic)	18 wks./6,000 hrs./4 yrs.	\$18 to \$33/hr.	Union members end up earning \$3,000; non-members \$2,500
Warehouse Parts Person	12 wks./4,800 hrs./3 yrs.	\$29 to \$43/hr.	Net cost: \$2,000
 Welder	27-40 wks./4,500 hrs./3 yrs	\$16 to \$44/hr.	Net cost: \$6,900 to \$7,600

## ASPHALT PAVING LAYDOWN TECHNICIAN



Asphalt Paving Laydown 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. They work individually and as team members and may also be responsible for the basic maintenance of equipment, safety around equipment and the compliance of markers, grades and stakes. Key attributes are mechanical aptitude, manual dexterity and an ability to do hard physical work.

## BRICKLAYER



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. 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.

## CARPENTER



Carpenters cut, shape and install building materials during the construction of buildings, bridges, concrete formwork, highway infrastructure and houses etc. They are usually on construction projects from the beginning to the end. This trade dictates, creates and sets the pace for the other trades. Today's carpenters work with natural wood and many other materials. The finer trades of cabinetmaking and furniture building are encompassed in the trade. Carpenters read and interpret drawings from architects to create the products in real life.

## CEMENT MASON /CONCRETE FINISHER



Cement masons construct forms, place, level, and finish perishable concrete with various finishes; apply curing and surface treatments; install overlayers and maintain, repair, and restore various concrete structures such as columns, foundations, walls, and ceilings; use equipment such as walk behind and ride-on power trowels to finish concrete, vibratory screeds to establish finished elevations, and power tools for chipping, grinding, cutting, and abrading concrete surfaces. Key attributes are stamina, spatial perception, and hand-eye coordination. Artistic skills are also helpful in this trade. Physical requirements include heavy lifting, climbing, balancing, stooping, kneeling, crouching, crawling, and reaching.

## CONSTRUCTION CRAFT WORKER



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 perform demolition, excavation and compaction activities. They may also be responsible for site security, general safety and fire prevention. Key attributes are mechanical aptitude, manual dexterity and an ability to do hard physical work. They must also be able to work as team members.

## CULINARY WORKER - CONSTRUCTION CAMP



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. Key attributes are creativity, a keen sense of taste and smell, interest in precision work and a good memory for details. 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.

# A Closer LOOK AT EACH Trade

## DRYWALL FINISHER



Drywall finishers tape, fill and sand all seams, corners and angles of gyprock wall-board and ceilings. They also finish surfaces in preparation for painting and decorative fixtures. Finishers also restore buildings' interiors and exteriors to their original state and lay texture to heritage plaster. Key attributes are good hand-eye coordination and attention to detail. Skill is required in the use of hand-filling and machine tool methods for both preparation and application techniques. Drywall finishers must be well organized and capable of working independently. They have to be physically fit.

## ELECTRICIAN—CONSTRUCTION



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. They 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.

## FLOORLAYER



Floorlayers install, repair and replace finishing surfaces such as carpet, hardwood, laminate and cork flooring, linoleum, vinyl and other types of floor coverings in residential, commercial, industrial and institutional buildings. They also inspect, measure and clean the surfaces to be covered before installing the floor covering. They correct irregular or incompatible surfaces by sanding and filling or installing suitable sub-floor structures. Floorlayers need a thorough understanding of the products they work with and are often expected to be able to estimate the cost, type and quantities of materials required.

## GLAZIER



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

## HAZ MAT WORKER



Hazardous materials workers identify, remove, package, transport and dispose of asbestos, radioactive and nuclear waste, arsenic, lead, mercury or other dangerous materials. These workers often respond to emergencies where harmful substances are present and are sometimes called abatement, remediation or decontamination specialists. These workers must be able to perform basic mathematical conversions and calculations when mixing solutions that neutralize contaminants and should have good physical strength and manual dexterity.

## HEAVY EQUIPMENT OPERATOR



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. Key attributes 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.

# FIND A TRADE GET A JOB

## INSULATOR-COMMERCIAL/ INSTITUTIONAL INSULATOR-INDUSTRIAL



Insulators in these sectors install insulation materials and protective coverings for heat, ventilation and air conditioning (HVAC) systems and plumbing systems, install fire-stopping systems and apply heat tracing. In industrial settings, the types of equipment and piping to be insulated include steam and process piping, steam turbines, large boilers, storage tanks, heat exchangers and vessels. 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-GENERALIST IRONWORKER-REINFORCING



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. Ironworkers 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 (high rise 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.

## MOBILE CRANE OPERATOR



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. Workers 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.

## MILLWRIGHT



Millwrights install, repair, overhaul, and maintain machinery and heavy mechanical equipment, such as conveyor systems in diverse settings including repair shops, plants, construction sites, mines, logging operations, ski hills and most production and manufacturing facilities. Millwrights also perform routine maintenance activities, such as cleaning and lubricating equipment, adjusting valves and seals and investigating breakdowns. Millwrights perform many of their tasks independently but they also participate in teams with co-workers and contractors to install and overhaul larger pieces of equipment and complete industrial systems. They must be able to travel from job to job.

## PAINTER-DECORATOR



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. Key attributes are manual dexterity and excellent colour perception. The work often requires considerable standing, kneeling and repetitive activities such as brushing, rolling, spraying, and blasting. 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 interaction with home/business owners, contractors, interior designers, architects and engineers.

## PILE DRIVER



Pile drivers construct, install, repair and remove all types of deep piles and caisson foundations and other types of marine installations such as bridges, docks, wharves, tunnels and bulkheads. Pile drivers have to be skilled at fitting, welding, rigging, building timber and concrete formwork, seamanship, heavy duty equipment operation and environmentally safe practices.



# A Closer LOOK AT EACH Trade



## PLANT OPERATOR



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. Plant operators must be physically capable of performing tasks in all types of weather, over long hours (including shift work 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.

## PLUMBER



Plumbers install, alter, and repair potable water, waste disposal and hydronic heating systems. 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 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



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. 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



Roofers and 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. 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 and able to lift heavy objects, and are comfortable working at heights.

## SHEET METAL WORKER – CONSTRUCTION SHEET METAL WORKER – ARCHITECTURAL



Sheet metal workers fabricate, assemble, install, and repair sheet metal products. They may specialize in the onsite 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 in various industrial sectors. 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



Sprinklerfitters fabricate, install, test, maintain, inspect and repair sprinkler systems on industrial, commercial and residential job sites. They install wet- and dry-pipe, preaction, and deluge sprinkler systems, as well as carbon dioxide, chemical, and foam extinguishing systems, stand pipe and hose systems, and fire pumps. 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



Steamfitters/Pipefitters use blueprints and project specifications to construct, fabricate, install, 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—such as double wall containment—to ensure the safety of the pipes, other components of the systems, and the environment. Steamfitter/Pipefitters must be physically fit because they work indoors and outdoors and perform tasks that often require climbing. They have a high degree of manual dexterity, excellent problem-solving skills, and are able to interpret and execute complex instructions.

## TEAMSTER



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



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. 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.

## WALL & CEILING INSTALLER (INTERIOR SYSTEMS MECHANIC)



Wall & Ceiling installers frame interior walls and install window frames, doors, partitions and computer floors. They hang drywall, T-bar ceilings and suspended ceilings. Key attributes are good hand-eye coordination and the ability to work at heights and pay attention to detail. As an installer you will be able to read and interpret information on drawings, blueprints and specifications. The work is physically demanding and requires the use of personal protective equipment. Installers are required to lift and position heavy building materials in a fast-paced environment.

## WAREHOUSE PERSON



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. 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.

## WELDER



Welders weld ferrous and nonferrous metals 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. 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.

# Who to contact to start your training

## Bricklayers & Allied Craftworkers Local 2 BC

**Bricklayer**  
**Tilesetter**  
PHONE: 604-580-2463  
EMAIL: info@bac2bc.org  
WEBSITE: ttta.ca

**BC Regional Council of Carpenters Local Unions: 1598 (Victoria), 1907 (Vancouver), 2499 (Yukon), 527 (Nanaimo), 1370 (Kelowna), Floorlayers Union 1541 ; Floorlayers local 1541; Millwrights Local 2736; Pile Drivers Local 2404**  
PHONE: 250-383-8116  
EMAIL: training@bcrcc.ca  
WEBSITE: bcrcc.ca  
\*\*\*\*

**Floorlayer**  
PHONE: 604-524-6900  
EMAIL: markb@bcrcc.ca  
WEBSITE: bcrcc.ca  
\*\*\*\*

**Millwright**  
PHONE: 604-525-2736  
EMAIL: csimpson@millwrights2736.com  
WEBSITE: millwrights2736.com  
\*\*\*\*

**Pile Drivers Local 2404**  
**Pile Driver**  
PHONE: 604-526-2404  
EMAIL: training@piledrivers2404.ca  
WEBSITE: piledrivers2404.ca

**Construction & Specialized Workers' Union Local 1611**  
**Construction Craft Worker**  
PHONE: 604-538-5101  
EMAIL: tmiller@liuna1611.ca  
WEBSITE: cswu1611.org/training

**Insulators Local 118**  
**Insulator Commercial/Institutional**  
**Insulator Industrial**  
PHONE: 604-877-0909  
EMAIL: insulators@insulators118.org  
WEBSITE: insulators118.org

**Int. Bro. of Electrical Workers Local 213**  
**Electrician Construction**  
PHONE: 604-571-6540  
EMAIL: info@ejtc.org  
WEBSITE: ejtc.org  
\*\*\*\*

**Int. Bro. of Electrical Workers Locals 230, 993, 1003**  
PHONE: 604-948-9936  
EMAIL: wjets@telus.net  
WEBSITE: wjets.ca

**Int. Union of Operating Engineers Local 115**  
**Asphalt Paving Laydown Technician**  
**Heavy Equipment Operator**  
**Mobile Crane Operator**  
**Plant Operator**

PHONE: 604-299-7764  
EMAIL: iuoetraining@iuoe115.ca  
WEBSITE: iuoe115.ca/training/

**Int. Union of Painters & Allied Trades District Council 38**  
**Drywall Finisher**  
**Glazier**  
**Haz Mat Worker**  
**Painter-Decorator**  
**Wall and Ceiling Installer (Interior Systems Mechanic)**  
PHONE: 604-580-3112  
EMAIL: pbyrne@ftibc.ca  
WEBSITE: ftibc.ca

**Ironworkers Local 97**  
**Ironworker-Reinforcing**  
**Ironworker-Generalist**  
PHONE: 604-874-6010  
EMAIL: derek@ironworkerslocal97.com  
WEBSITE: ironworkerslocal97.com

**Operative Plasterers' & Cement Masons Local 919**  
**Cement Mason/Concrete Finisher**  
PHONE: 604-585-9198  
EMAIL: info@opcmia919.org  
WEBSITE: ttta.ca

**Refrigeration Workers Local 516**  
**Refrigeration Mechanic**  
PHONE: 604-882-8212  
EMAIL: info@rtia.ca  
WEBSITE: http://www.rtia.ca

**Sheet Metal Workers Local 280**  
**Sheet Metal Worker**  
**Roofer/Shingler**  
PHONE: 604-882-7680  
EMAIL: admin@smwtcs.ca  
WEBSITE: smwtcs.ca  
\*\*\*\*

**Sheet Metal Workers Local 276**  
PHONE: 250-727-3458  
EMAIL: info@smwia276

**Teamsters Local 213**  
**Warehouse Parts Person**  
**Teamster**  
PHONE: 604-874-3654  
EMAIL: jts@shaw.ca  
WEBSITE: teamsters213.org

**United Assn. of Plumbers, Pipefitters Local 170**  
**Plumber**  
**Steamfitter/Pipefitter**  
**Sprinklerfitter**  
**Welder**  
PHONE: 604 540-1945  
EMAIL: registrar@uapicbc.ca  
WEBSITE: uapicbc.ca  
\*\*\*\*

**United Assn. of Plumbers, Pipefitters Local 324**  
PHONE: 250-382-0415  
EMAIL: admin@ualocal324.ca  
WEBSITE: ualocal324.com

**UNITE HERE! Local 40**  
**Culinary Worker - Construction Camp**  
PHONE: 604-291-8211  
EMAIL: jpearson@unitehere.org  
WEBSITE: uniteherelocal40.org





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#### Local 213 Vancouver

604.571.6500 — ibew213.org

#### Local 230 Victoria

250.388.7374 — ibew230.org

#### Local 258 Burnaby

604.520.3305 — ibew258.bc.ca

#### Local 993 Kamloops

250.376.8755 — ibew993.org

#### Local 1003 Nelson

250.354.4177 — ibew1003.org

# Canadian and U.S. tradeswomen off to India

Tradeswomen build bridges – both literally and figuratively. This November, they'll be doing both during the 2019 Building Bridges Tradeswomen's Delegation to India.

"We will be meeting with workers, union leaders, policy makers and community advocates, having a hands-on training exchange and learning about India's industry, and building relationships to help improve the lives of women construction workers around the globe," explained Katy Rhodes, an electrician with the International Brotherhood of Electrical Workers Local 213.

Rhodes and Antoniette Yap, a millwright with the Millwrights Machine Erectors and Maintenance Union Local 2736, are among five Canadian tradeswomen who will journey to Kerala, India to try to help women construction workers achieve equality.

Women make up close to 50 per cent of the construction workforce in booming India. However, they are paid just one-third to one-half of what men are paid in the same roles, and they are given the heaviest and most dangerous jobs. Many report to work barefoot or in sandals and have no protective gear.

"I hope to better understand the



Millwrights Machine Erectors and Maintenance Union Local 2736 millwright Antoniette Yap (left) and IBEW Local 213 electrician Katy Rhodes are among five Canadian tradeswomen taking part in the Building Bridges Tradeswomen's Delegation to India.

international industry to support tradeswomen globally," said Rhodes. "I hope to enhance my leadership skills by following trailblazing giants from North America and India. And I hope to encourage and

support these women."

The cost for the delegation is approximately \$3,500 per person. Affiliates wishing to contribute to the fundraising effort can email [info@bcbuildingtrades.org](mailto:info@bcbuildingtrades.org)

## Celebrating 75 Years as the unions' credit union

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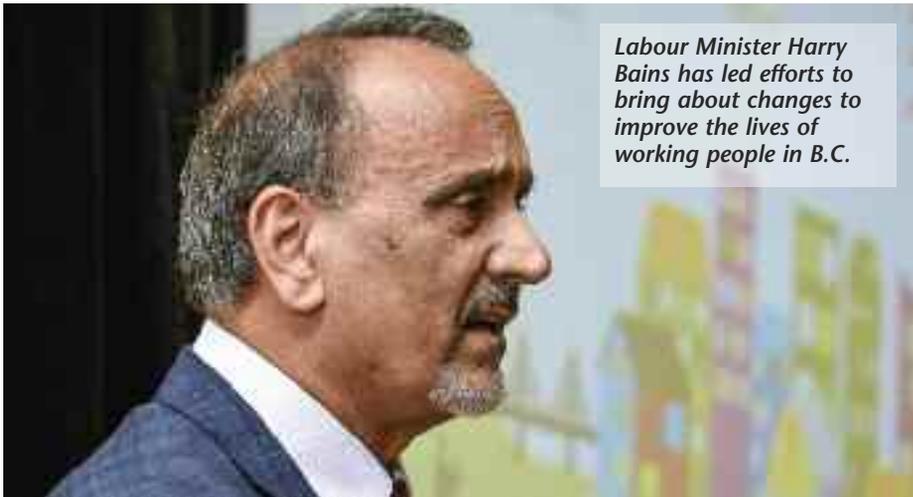
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*Labour Minister Harry Bains has led efforts to bring about changes to improve the lives of working people in B.C.*

# Restoring balance in the labour environment

By Megan Terepocki

In just two years, according to Labour Minister Harry Bains, the NDP government has made major changes to restore balance in the policies and laws that protect B.C. workers and create more stability in labour relations.

Bains spoke to Tradetalk about the importance of investing taxpayer dol-

lars in local workers, local companies and local communities in B.C.

The Community Benefits Agreements, for example, established in 2018, ensure that major projects in B.C. will be built by union workers and employ people who live close to those projects. The agreements will address the lack of skilled labour that has emerged over the last 15 years by investing in apprenticeships

and training, said Bains.

Those groups who've been largely left out of major construction projects, like women and Indigenous people, will be given an opportunity to participate, he said. "For the first time (for many of them) they will have the opportunity to work in the construction industry and make a good living."

Bains also pointed to highlights from the recent Labour Relations Code review. The code had not seen an update since 1992. "This has been to the detriment of working people. So we are changing that, bringing balance back."

The reduction of the certification vote from 10 to five days will make it easier for workers to join unions without interference, he said. It gives workers the ability to have remedial certification if employers are interfering. Although the NDP government wanted automatic certification (after signing cards and without requiring a vote as well), "the Green Party said it would not support any Labour Relations Code changes if there was automatic certification," Bains said.

In construction, the raiding period was changed. "Raids" give workers opportunities to change union affiliation. Now they are allowed to take place in July and August, busy months

*Continued on facing page*

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# Green Party opposes union workers' rights

By M. Malatesta

Some key long-anticipated B.C. Labour Code changes, brought in by the provincial NDP government, were put to a vote in June.

Two of the proposed changes – union certification by card count and longer raiding periods – were not supported by the Greens or Liberals.

“In the era of climate change and global consequences our economy needs changing,” said investigative journalist and Canadian Dimension writer Alex Cosh. “Those changes require a strong organized working class which means strong effective unions. The Green Party is still following an outdated neo-liberal agenda to give more power to employers.” Reducing raid times means giving more sway to organizations like CLAC (the Christian Labour Association of Canada) and undermining legitimate unions. Card check (for certification)

would give more freedom to workers and allow more workers to organize. That is vital for the new economy.”

Cosh said the NDP's Labour Code changes will help facilitate innovative and inclusive economic policies such as the Green New Deal being promoted in the U.S.

Like the Roosevelt administration's 1933 New Deal, which led to a massive economic overhaul and reform program to address the crippling job losses, poverty and famine of the Great Depression, the Green New Deal seeks to move the U.S. economy away from fossil-fuel dependency and direct it toward more sustainable energy sources, funding of social services, a sharing of wealth and reducing the ability of capital elites and corporations to monopolize markets and keep almost all profits for themselves.

The Green New Deal was developed in 2008 by a British-based organization consisting of labour, community and ecological organizations, as well as progressive business, government and economics individuals.

“The imperative is to bring labour unions and environmentalists together in a common cause,” Cosh said. “It looks at options like building retrofits, green jobs, just transition programs for resource workers and community economic development – not just focused on local communities but on an international level, linking communities directly across the globe.”

Some BC Building Trades affiliates are already engaged in several of the proposals put forth by the Green New Deal, such as green retrofits of buildings to make them more energy efficient, removing poisonous and environmentally damaging materials (such as asbestos) from buildings and workplaces and investing pension funds in ethical and sustainable development.

Cosh added that some of his concerns about the Green Party apply to the NDP as well. He listed the continued downplaying of its original CCF (Co-operative Commonwealth Federation) commitments to economic democracy; the continued reliance of NDP provincial governments on fossil fuel-based energy development and export and the seeming lack of priority that governments place on the party's current environmental policies (which include many aspects of what the Green New Deal is promoting). However, Cosh added, many NDP elected officials are actively promoting the Green New Deal and similar measures – something generally lacking in the Green Party.

“We're seeing a lot of town hall meetings hosted by individual NDP representatives. But there needs to be more cross-party discussion.”



José Lam cartoon

*Continued from previous page*

in the construction industry. Bains said the government wanted workers to be given an opportunity every year, but the Greens and Liberals would not support it. If workers are covered by a three-year agreement, a raid will only be allowed when the contract expires.

The establishment of successorship rights were brought in to help unionized service workers in areas like food services and care homes who are vulnerable to contracting out. The new successorship rights will protect collective agreements, seniority rights and jobs. “These are areas that many workers have struggled with all their

lives. Sometimes a contractor changed four or five times and they would lose their seniority each time.”

Major changes have also been made to the Employment Standards Act. The minister said that B.C. is one of the few jurisdictions that have allowed children as young as 12 years old to work in dangerous industries like mining and construction. “We raised that age to 16.”

Other highlights include eliminating the discriminatory liquor server's wage (82 per cent are women) and ensuring that workers are entitled to keep tips.

Victims of domestic and sexual violence will be able to take a leave of absence without fear of losing a job.

The period over which employees can recover wages payable has now been extended from six to 12 months or more.

Over the last two years, the government has invested in labour by increasing the minimum wage to \$15.20 by June 2021. The Temporary Foreign Worker Protection Act has been launched to prevent exploitation of foreign workers. As well, the Workers' Compensation Board is undergoing a review, to improve the claims process and to restore faith in the board.

Bains said these changes are just the beginning and we can expect to see a lot more in the near future.

# CBA support our stated purpose: WE Build B.C.

By David Hogben

The first of thousands of construction workers — especially local people, First Nations and women — to be employed under B.C.'s new Community Benefits Agreements (CBAs) put their tools to work in July widening a stretch of the TransCanada Highway about 42 kilometres east of Revelstoke.

Members of the Teamsters Local 213, LiUNA 1611 and the International Union of Operating Engineers (IUOE) Local 115 were the first on the job clearing, surveying and excavating the site on the steep Rocky Mountain slopes.

"Our first workers are now on the ground," said Greg Johnson, B.C. Infrastructure Board director of industry relations in an interview. "It's not particularly big, but it's a challenging construction project all the same."

The Illecillewaet project includes improvements and expansion of the brake-check area to allow up to 15 commercial trucks, acceleration and deceleration lanes and four-laning of a dangerous two-kilometre stretch of Canada's national highway.

The Illecillewaet project is the first part of a CBA to continue four-laning parts of the congested TransCanada Highway between Kamloops and the Alberta border.

It also precedes two other CBAs that will employ thousands of construction workers on the Pattullo Bridge Replacement and the Broadway Subway projects in Metro Vancouver.

Work is expected to start on the

three-year Pattullo Bridge project in spring 2020 and the contractor for the Broadway Subway project is expected to be chosen by mid-2020, according to the provincial Transportation Ministry.

Workers on all Community Benefits Agreements are hired by the B.C. Infrastructure Board, which emphasizes hiring locals, First Nations and women.

Of the first 16 workers on the Illecillewaet project, 11 were women, trainees, or Revelstoke locals, Johnson said. Piledrivers and carpenters are expected to join the Teamsters, LiUNA and IUOE members on site in 2020. The Illecillewaet project is to peak at about 25 to 28 construction workers in the 2019 construction season and between 75 and 100 in the 2020 season.

B.C.'s strong economy is forecast to face a shortage of some 8,000 skilled construction by 2016, and B.C. Infrastructure Benefits (BCIB) chair Allan Bruce said recruiting, training and retaining workers from underrepresented groups is critical to meeting the demand for workers.

BCIB, the new provincial Crown corporation responsible for employing workers on CBAs, is meeting with five First Nations groups in the region: Splatsin, Simpcw, Little Shuswap, Adams Lake and Neskonlith, and groups such as the B.C. Centre For Women in the Trades to recruit workers.

In addition to skills and safety training, all workers hired on the Illecillewaet and other CBA projects receive cultural competency training "so that some of the conflicts that may have taken place on other

projects are minimized.

"We are trying to do our best to minimize that, to ensure that people feel safe and welcome on this job," Bruce said.

As a former IUOE crane operator, training instructor and training institute manager, Bruce understands the benefits of training B.C. workers.

"I have seen the value that a career with a family-supporting job gives to individuals, families and communities," Bruce said.

"I think there is a tremendous opportunity under this CBA to really get that right for more people. A higher percentage of people who enter will complete their journey person's status."

The benefits go beyond the obvious financial boost that workers and their families receive, and extend to the communities as well.

"It attracts further investment in small communities. And the province as a whole," he said. "So it will be a legacy for B.C. as well."

Those benefits are just part of what anti-union analysts leave out when they compare the costs and benefits of public sector construction projects done with or without Community Benefits Agreements.

Some projects with CBAs have higher labour and training costs, but greater certainty to complete on time and on budget as they also include no-strike and no-lockout provisions.

And the training of local, First Nations and female construction workers leaves B.C. with a lot more of value than just a widened highway, a new bridge or a subway line.

"Those benefits to the local communities, to the individuals and to the province of B.C. (that come from) building a workforce are huge," Bruce said.



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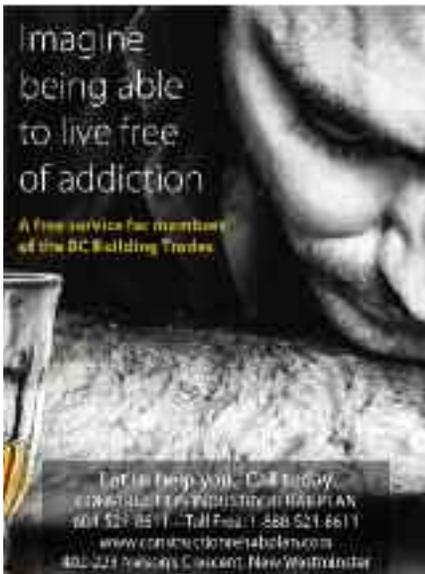
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# How you can reduce stigma

By Jason McBain,  
Case Manager Construction  
Industry Rehabilitation Plan



The opioid crisis is having a disproportionate impact on people who work in the construction industry and stigma is a barrier that prevents many from seeking help or letting others know about the issues they are facing.

Stigma is negative attitudes toward a group of people that can include stereotyping, labeling, judgment, prejudice, discrimination and isolating individuals. The barriers that are created can result in feelings of shame and guilt, which lead to using substances alone. And this greatly

increases the risk of overdose.

### The most common forms are:

Social stigma – negative beliefs and attitudes expressed by the public and media

Structural stigma, which can be expressed by first responders, health-care professionals, government representatives or other organizations when they ignore people affected by substance use, don't take their requests seriously, don't connect them with health or social services or design health and social services that enhance stigma (such as withholding services until substance use is better managed)

Self-stigma is created when someone experiences social and structural stigma and internalizes it and applies these negative thoughts and feelings to themselves

### What happens when someone faces stigma?

When someone faces stigma, they can experience a wide range of emotions: fear, anger, shame, rejection, hopelessness, grief, distress, isolation, a loss of a feeling of value or self-worth, loss of control, loneliness and even suicidal thoughts. Experiencing social or structural stigma increases self-stigma and decreases the likelihood of reaching out for help again in the future.

Stigma can affect a person's ability to find housing and continued employment, which has a negative effect on overall health and quality of life. It also discourages the person from following through on a treatment program.

### How to confront stigma:

We can begin by using "person-first" language. This means referring to the person before focusing on or describing their behaviour or substance use. This acknowledges that a condition, illness or behaviour is not that person's defining characteristic. For example:

- use "people who use drugs" or "people with a substance use disorder" instead of "addict"
- use "person who occasionally uses drugs" instead of "recreational drug user"
- use "people with lived experience" or "people in recovery" instead of "a person who is clean"

Use neutral, medically accurate terminology. There are a multitude of factors contributing to substance use, ranging from personal or psychological factors to social, environmental and political ones.

Instead of "substance/drug abuse" or "misuse" use:

- "substance/drug use"
- "substance use disorder/opioid use disorder"
- "problematic (substance) use"
- "(substance) dependence"

Use language that promotes recovery and respects autonomy by using words that convey optimism and support of recovery, while respecting the autonomy of the person who uses substances.

Use "not in agreement with the treatment plan" instead of "non-compliant."

Listen with compassion and without judgment. Speak up if you hear that someone is being disrespected because of their substance use and educate others on using non-judgmental, stigma-free language.

## THINK INSULATION

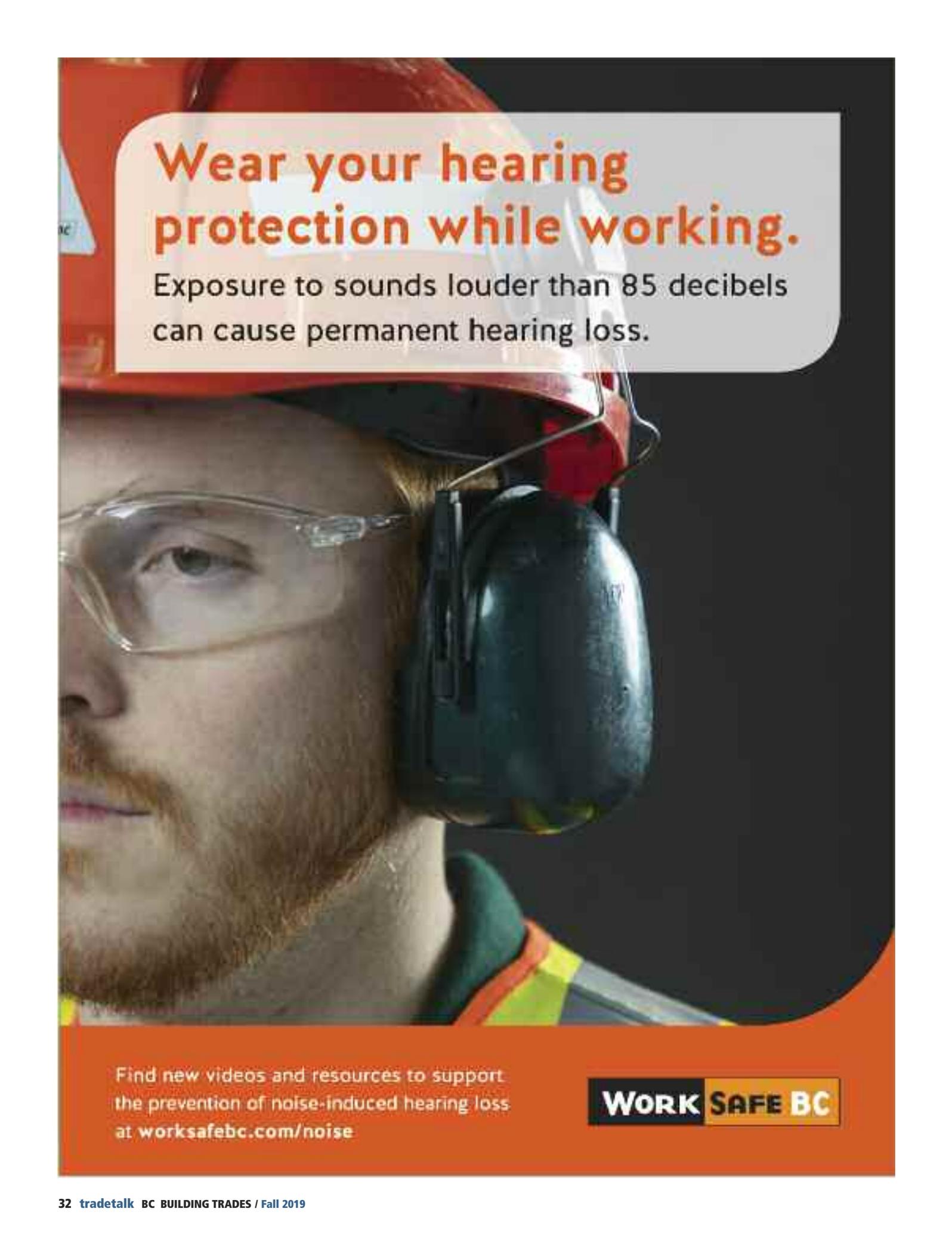
**MECHANICAL INSULATION DEFICIENCIES IN BC LOSE  
280 GWH OF ENERGY/YEAR, THAT'S \$97 MILLION OR  
50,000 TONNES OF CO2**



BC Insulators Union  
Heat and Frost Insulators Local 118



energyconservationsspecialists.org



## Wear your hearing protection while working.

Exposure to sounds louder than 85 decibels can cause permanent hearing loss.

Find new videos and resources to support the prevention of noise-induced hearing loss at [worksafebc.com/noise](https://worksafebc.com/noise)

**WORK SAFE BC**

# Protect your hearing

JOB SAFETY

WorkSafeBC

By Roberta Sheng-Taylor  
Manager Industry & Labour  
Services, Construction

Construction has unique challenges when it comes to workplace noise and hearing conservation programs.

On a construction site, noise levels fluctuate depending on the environment and tools involved. You need to be able to hear crucial instructions and be aware of equipment or radios while protecting your hearing. If there is only one type of hearing protection provided on site, it could be the wrong size, might not fit properly or block too much sound. Any of these factors can lead to workers removing their hearing protection, which puts them at risk of damaging their hearing.

Hand tools, power tools and heavy equipment all create noise at a level that will cause hearing loss over time. If you find yourself having to shout when within one meter of another person, the noise level is likely reaching excessive and damaging levels. Exposure to sounds louder than 85 decibels can cause permanent hearing loss. Common tools found on construction sites tend to be well over the limits of 85 decibels (dB), with some equipment reaching levels as high as 115 dBs, according to a study done by the U.S. Center for Disease Control and Prevention in 2016 (Hearing Impairment Among Noise – Exposed Workers – United States, 2003-2012). When it comes to hearing loss, construction ranks second to manufacturing.

A 2016 WorkSafeBC study showed that 24 per cent of construction workers under the age of 21 are not wearing their hearing protection at work compared to other age groups in the same industry. In addition, young workers in construction are less likely to wear hearing protection as compared to young workers in other industries.

As well as losing your ability to continue to work, hearing loss can cause you to miss out on social conversations and be excluded from interactions with family and friends.

WorkSafeBC accepts roughly 2,000 hearing loss claims every year and pays approximately \$27 million a year in hearing aids and hearing aid services.

## Prevention is key

While noise-induced hearing loss is permanent, it is totally preventable. It's important to have a Hearing Conservation Program in place at your

workplace. Make sure your employer's program includes:

- noise measurement
- education and training
- engineering controls
- hearing protection
- posting warnings of noise-hazard areas
- hearing tests
- an annual program review

## Choose the right hearing protection

Even when noise does not seem to be very loud, exposure over time can cause long-term serious damage, so make sure you are wearing the right hearing protection for your workplace.

There is no one-size-fits-all solution to noise protection. While some protection might block too much sound, there are many styles of hearing protection that allow workers to hear speech and other sounds while still blocking the harmful noise. In many circumstances, a class B push in style earplug or class B earmuffs are the best. Employers are required to provide multiple options of appropriate hearing protection so that all workers are protected from hazardous noise.

## Get your hearing tested

Because all construction workers are exposed to noise levels high enough to cause permanent hearing damage, you are required to have a hearing test every year. Employers can arrange to have hearing testers bring hearing test vans right to the job site. Workers do not have to pay for this test. The technician will explain the results to you and give you a wallet card with your hearing test results. You need this hearing test card to be able to work on construction sites.

## Resources are available

Guides, tool-box talks, videos, alerts and bulletins to help

you prevent work-related hearing loss and choose the right hearing protection are available at [worksafebc.com/noise](http://worksafebc.com/noise). Or call 604.276.3100 in the Lower Mainland or 1.888.621.7233 (621.SAFE) toll-free in Canada to speak to someone from WorkSafeBC's Hearing Loss Prevention office.

## Teleclaim centre open

### from 8 am to 6 pm

Workers who've been injured on the job can call WorkSafe B.C.'s Teleclaim Centre between 8 a.m. and 6 p.m. to file a report. A representative will complete the injury report, explain the claims process and help direct the worker to other services if necessary. The worker's employer is then notified of the injury and both the worker and employer can follow the status of the claim online.

Call 1-888-WORKERS  
(1-888-967-5377) or #5377  
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# A Step in the Right Direction

By Merrill O'Donnell  
BCBT Workers' Advocate

It came as a welcome, although long overdue, news flash that the B.C. NDP government was launching a review of the workers' compensation system. The labour community has been calling for this review for 17 years. Major changes were needed to cure the draconian revisions promulgated by the BC Liberal government in 2002 at the behest of business community. The new NDP government took our concerns for workers to heart and has taken meaningful steps in the right direction. The BC Building Trades applaud them for doing so.

Janet Patterson, a long-time labour lawyer who possesses a wealth of knowledge has been tasked with assessing:

- WorkSafeBC's case management of injured workers
- its policies and practices that support injured workers' return to work through a gender and diversity-based analysis
- how best to modernize the organization's culture to reflect a worker-centric service delivery model
- potential amendments that would improve the Workers' Compensation Act

While hearing directly from injured workers was the focus on the public consultation, the reviewer also heard from workers' advocates, family members of injured workers, union leaders, employers, business associations, medical practitioners, Indigenous people and the legal community. Alyssa Alexander, the BCBT's administrative assistant, contacted the long list of members that the council has represented over the last eight years.

When I made my oral presentation to the WCB Review on June 24 in Vancouver, I focused my fire on what I perceive to be some of the most glaring shortcomings of the existing system and how best to fix them. I called for:

- restructuring the board of directors to provide increased worker representation (e.g., three worker representatives recommended by the labour community and one injured worker to represent the public interest)
- spending the massive surplus (\$2.9 billion surplus and a \$6.5 billion reserve generated by short-changing injured workers) on improving compensation and prevention supports for workers without giving one red penny back to employers
- increasing financial compensation for injured workers by basing all benefits on 100 per cent of injured workers' earnings, reinstating disability pensions for life and reinstating the dual system to enable workers to get fairer awards
- meaningful vocational rehabilitation with substantial career training and durable job opportunities by pressing employers to accommodate injured workers so they can return to their pre-injury positions or be retrained for other tasks
- eliminating sections 99(2) and 250(2) of the act in order to enable officers to make decisions based on the merits and justice of each case
- removing the "labour relations exclusion" provision in Section 5.1 because it rejects claims for bullying, harassment and other forms of unacceptable behaviour in the workplace
- terminating (with extreme prejudice!) the Psychological Disability Awards Committee, notorious for granting most paltry and absurd disability awards to workers that fail to



compensate for loss of earning capacity and insult workers' intelligence and dignity

- transitioning to a long overdue worker-centred claim management model that treats injured workers like human beings instead of a number on an employer's balance sheet

The labour movement has high expectations of Patterson's final report, which will be submitted to Minister of Labour Harry Bains this fall. It will take time to fix all the shortcomings but we do expect significant improvements. If they are not forthcoming, the labour community will marshal its forces yet again for future battles. As they say in Cuba: Hasta la Victoria siempre! Always toward victory!

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# PROUD TO BE PART OF A TRULY GROUND- BREAKING EVENT.

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Work has begun on BC's LNG Canada plant and the critical pipeline project that will breathe new life into Northern communities and the Provincial economy.

IUOE Local 115 has campaigned vigorously on its members' behalf to support the LNG industry and to ensure that BC workers would be first in line for the opportunity to build one of Canada's most important energy developments.

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