

bulletin - human resource services

RFP – Innovation at Work

Have you ever thought that you had a better way? Ever had an idea to make your workplace safer, that needs support to make it work?

WorkSafe BC has issued a second RFP this year for *Innovation at Work* grants. Funding is available to Canadian residents to support the development of new knowledge and/or practical problem-solving at the workplace level.

Innovation at Work is designed to encourage and support the development and use of the best scientific evidence on issues that workers, employers, and the organization itself face in seeking to prevent injury and illness. In the past, projects such as cradles for overhead jack-hammering and mobile equipment safety, and proximity alarms for forklifts have been funded.

If your idea doesn't fit with *Innovation at Work*, don't give up! *Small Initiatives* funding may be able to provide the support you need. It is intended for projects that promote and enhance occupational health and safety that may or may not include a research component. Past projects which have received *Small Initiatives* funding have included the production of industry-specific training material, health and safety videos, and publications; conducting risk assessments or other trend analysis; and developing awareness programs.

The approval process does involve some legwork, but assistance is available from CLR as well as WorkSafe BC. Contact Dave Earle at 604-524-4911 or davee@clra-bc.com for more information or assistance in supporting your idea.

Out of Province Certifications

For decades members have relied on Red Seal certification to indicate that a person has achieved a level of professional competence. Recently, in keeping with the *Trade, Investment and Labour Mobility Agreement*, WorkSafe BC has begun to recognize out of province first aid certifications. It is not a "blanket approval", though. In order to apply certain criteria must be met.

For example, to be certified in BC, a holder of an advanced level first aid certification from another Canadian jurisdiction must contact a first aid certifying agency in BC to prove identification and credentials. Upon confirmation, they are given the BC level 3 textbook and optional home study program, a package outlining regulatory differences in BC, and are issued a BC level 3 certificate with the notation "Out of Jurisdiction" on the certificate.

As with any certifications (BC issued, out of Province, Red Seal or otherwise), **it is up to the employer to ensure that the individual is competent to safely perform the duties assigned to them.**

Training Tax Credit Increased

CLR members have an increased incentive to hire and train apprentices. The Province has announced plans to double the B.C. *Training Tax Credit* effective July 1, 2009.

Established in 2007, the *Training Tax Credit* program provides refundable income tax credits equal to 10% of salary and wages paid up to \$2,000 per eligible apprentice. The proposed changes would double that amount **up to \$4,000 annually per eligible apprentice.**

In addition to the basic tax credit, you may also be eligible to claim *Completion/Graduation Tax Credit*. A *Completion tax credit* can be claimed for an employee who completes level 3 or higher. If an employee completes more than one level in a given year, you may claim both completion level tax credits – up to **\$5500** total.

Enhanced Tax Credits are also available under this program for persons deemed disabled under the Income Tax Act, or First Nations individuals registered under the Indian Act. For these individuals, the tax credits are increased by 50%. Combining this with the *Federal Apprenticeship Job Creation Tax Credit* could mean an annual tax credit totaling **\$9,250** for one individual.

CSABC Products - No charge for COR companies

COR Company Hard Hat Stickers and *Vital ID* are available to CSABC COR companies only – at no charge. *Vital ID* is a reflective hard hat Worker I.D. ensures that paramedics/first responders can quickly access life saving and emergency contact information in the event a worker is involved in a serious accident.

Products can be ordered from CSABC – for order forms, contact Dave Earle at CLR, 604-524-4911 or davee@clra-bc.com



WorkSafeBC Announces 2010

Preliminary Rates:

WorkSafeBC has released preliminary base rates for 2010. While the 2010 rates will not be finalized until the fall, WorkSafeBC is projecting that the overall average rate for all industries will remain static. In recognition of the current economic conditions, WSBC has limited base rates be increases to a maximum of 8% for 2010. In 2010, WSBC projects that 54% of all BC employers will see their base rates rise.

The situation is very different in the construction industry. While base rate increases and decreases for the construction industry will vary, overall only approximately 30% of construction employers will see their base rates increase. The hard work being done in industry, including the COR initiative, is beginning to pay dividends to all.

A list of all proposed base rates for the industry in 2010 is in this issue. Keep in mind your base rate is affected by your firm's experience rate calculation as well, so it's unlikely you will be paying these exact rates. Should you wish to estimate your won individual firm's 2010 WSBC premiums (including your ERA), or have any further questions, please contact Dave Earle or Diana Zurbuchen at CLR.

Subsector: General Construction

CU #	CU name	2010 Prelim	2009 Rate
<u>721001</u>	<u>Asbestos Abatement or Mould Remediation</u>	\$2.69	\$3.17
<u>721003</u>	<u>Blasting or Avalanche Control</u>	\$3.28	\$3.04
<u>721005</u>	<u>Building Demolition</u>	\$4.44	\$4.13
<u>721006</u>	<u>Cellular, Microwave, Radar, or Transmission Tower Erection, Installation, Service, or Repair</u>	\$3.36	\$3.82
<u>721008</u>	<u>Commercial Refrigeration or Commercial Air Conditioning Work</u>	\$1.98	\$2.48
<u>721053</u>	<u>Commercial Tank or Boiler Installation or Removal</u>	\$4.89	\$4.53
<u>721009</u>	<u>Concrete Cutting or Coring</u>	\$3.86	\$4.83
<u>721010</u>	<u>Concrete Placing, Finishing, Surfacing, or Repair</u>	\$3.87	\$4.84
<u>721011</u>	<u>Concrete Pumping</u>	\$3.88	\$4.86
<u>721012</u>	<u>Concrete Reinforcing</u>	\$6.60	\$6.92
<u>721013</u>	<u>Construction Labour Supply or General Labour Supply (not elsewhere specified)</u>	\$4.10	\$3.98
<u>721014</u>	<u>Crane Operation</u>	\$3.42	\$3.85
<u>721015</u>	<u>Deck, Railing, or Fence Installation</u>	\$3.35	\$3.81
<u>721016</u>	<u>Decking Application or Waterproofing</u>	\$3.35	\$3.81
<u>721017</u>	<u>Dredging</u>	\$3.29	\$3.05
<u>721018</u>	<u>Drywalling or Acoustic Board Installation</u>	\$4.36	\$4.04
<u>721019</u>	<u>Electrical Work</u>	\$1.41	\$1.31
<u>721021</u>	<u>Finishing Carpentry</u>	\$2.62	\$3.17
<u>721022</u>	<u>Fire and Flood Restoration</u>	\$3.79	\$3.78
<u>721023</u>	<u>Floor Covering Installation (not elsewhere specified)</u>	\$3.36	\$3.82
<u>721024</u>	<u>Framing or Residential Forming</u>	\$6.06	\$5.62
<u>721026</u>	<u>Hardwood Floor Laying or Refinishing</u>	\$3.34	\$3.81
<u>721027</u>	<u>House or Other Wood Frame General Contracting, Construction or Renovation Work</u>	\$4.35	\$4.03
<u>721028</u>	<u>Industrial, Commercial, Institutional or Highrise Residential General Contracting or Construction</u>	\$3.64	\$3.67
<u>721029</u>	<u>Insulation Work or Fireproofing</u>	\$6.91	\$6.40
<u>721031</u>	<u>Land Clearing, Excavation, or Site Surface Preparation</u>	\$3.25	\$3.01
<u>721035</u>	<u>Log Home Construction</u>	\$3.97	\$4.96
<u>721036</u>	<u>Low Slope Roofing</u>	\$6.18	\$5.73
<u>721037</u>	<u>Masonry</u>	\$3.50	\$4.38
<u>721058</u>	<u>Mechanical Insulation</u>	\$2.70	\$3.18
<u>721038</u>	<u>Oil or Gas Pipeline Construction or Repair</u>	\$3.41	\$3.16
<u>721040</u>	<u>Overhead Door Installation</u>	\$2.60	\$3.26
<u>721041</u>	<u>Painting or Wallpapering</u>	\$3.36	\$3.82
<u>721042</u>	<u>Plastering, Lathing, or Stucco Work</u>	\$6.27	\$6.39
<u>721043</u>	<u>Plumbing, Heating, Vent, Residential Air Conditioning, or Central Vacuum System Installation or Repair</u>	\$1.90	\$2.02
<u>721044</u>	<u>Pool, Spa, or Hot Tub Installation or Structural Repair</u>	\$4.34	\$4.02
<u>721046</u>	<u>Power Pole, Powerline, or Transmission Line Installation, Service, or Repair</u>	\$3.42	\$3.85
<u>721020</u>	<u>Pre-engineered Steel Building Construction</u>	\$4.95	\$4.59
<u>721047</u>	<u>Scaffolding, Tent, Staging, or Display Booth Rental and Installation</u>	\$3.64	\$3.65
<u>721049</u>	<u>Siding, Awning, or Gutter Installation, Service, or Repair</u>	\$6.09	\$6.45
<u>721050</u>	<u>Sign Installation, Service, or Repair</u>	\$3.36	\$3.82
<u>721051</u>	<u>Steep Slope Roofing</u>	\$12.10	\$11.56
<u>721052</u>	<u>Structural Concrete Forming</u>	\$6.30	\$6.42
<u>721054</u>	<u>Tile Work or Terrazzo Laying</u>	\$3.62	\$4.16
<u>721056</u>	<u>Water Well, Foundational, or Directional Drilling</u>	\$3.24	\$3.00
<u>721057</u>	<u>Welding Services or Ornamental Metal Installation</u>	\$3.36	\$3.82

Subsector: Heavy Construction

CU #	CU name	2010 Prelim	2009 Rate
<u>722001</u>	<u>Bridge, Overpass, or Viaduct Construction or Repair</u>	\$6.96	\$7.18
<u>722009</u>	<u>Cut and Cover Tunnel Construction</u>	\$3.20	\$3.04
<u>722002</u>	<u>House Raising or Structural Moving of Buildings or Heavy Equipment</u>	\$4.06	\$3.76
<u>722010</u>	<u>Mechanized Tunnel Boring Construction</u>	\$6.59	\$6.81
<u>722003</u>	<u>Pier, Wharf, or Dry Dock Construction or Repair</u>	\$3.85	\$3.86
<u>722004</u>	<u>Pile Driving</u>	\$3.82	\$3.83
<u>722005</u>	<u>Steel Frame Erection or Structural Repair of Steel Frames</u>	\$12.66	\$12.12
<u>722006</u>	<u>Steel Frame Painting, Bridge Painting, or Bridge Cleaning</u>	\$7.75	\$7.18
<u>722007</u>	<u>Structural Concrete Reservoir, Flume, Dam, Dyke, Causeway, or Jetty Construction or Repair</u>	\$12.60	\$12.03
<u>722011</u>	<u>Tunnel Construction (not elsewhere specified)</u>	\$12.59	\$12.01

Subsector: Road Construction or Maintenance

CU #	CU name	2010 Prelim	2009 Rate
<u>723010</u>	<u>Earth and Rock Filled Structure Construction</u>	\$2.68	\$3.03
<u>723002</u>	<u>Highway Maintenance (routine maintenance of all aspects of a specific section of highway)</u>	\$3.23	\$3.15
<u>723003</u>	<u>Highway, Road, or Parking Lot Painting</u>	\$3.17	\$3.06
<u>723004</u>	<u>Paving Services or Asphalt Manufacture</u>	\$3.55	\$3.29
<u>723005</u>	<u>Railway Construction, Maintenance, or Demolition</u>	\$2.68	\$3.03
<u>723006</u>	<u>Road Construction (not elsewhere specified)</u>	\$2.74	\$3.04
<u>723007</u>	<u>Snow or Ice Removal</u>	\$3.14	\$3.01
<u>723008</u>	<u>Street Cleaning</u>	\$3.13	\$3.01
<u>723009</u>	<u>Traffic Control</u>	\$4.47	\$4.99