



CLR CONNECTOR

MEMBERSHIP NEWSLETTER

NOVEMBER 2021 ISSUE



BC CONSTRUCTION
EMPLOYERS
BUILDING
RELATIONSHIPS

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

IN THIS ISSUE:

MESSAGE FROM CLR'S PRESIDENT 3

CLR NEWS..... 5

INTRODUCING THE CLR SPEAKER SERIES: EPISODE 1 – “ROAD TO RECOVERY”..... 5

LABOUR & ECONOMY..... 6

POWERING UP: PREPARING CANADA'S SKILLED TRADES FOR A POST-PANDEMIC ECONOMY 6

WOMEN IN THE TRADES 8

CHANGING WORKPLACE CULTURE BY BEING MORE THAN A BYSTANDER..... 8

MORE WOMEN NEEDED IN SKILLED TRADES, BUT BARRIERS REMAIN 9

MENTAL HEALTH & SUBSTANCE USE.....10

B.C. APPLIES FOR DECRIMINALIZATION IN NEXT STEP TO REDUCE TOXIC DRUG DEATHS10

INNOVATION & SUSTAINABILITY 11

B.C. WINS CLIMATE AWARD AT GLASGOW CONFERENCE.....11

IN MEMORY OF OUR COLLEAGUE AND FRIEND 13

MESSAGE FROM CLR'S PRESIDENT

CLR Members,

Welcome to the November edition of the CLR CONNECTOR.

In this publication we are happy to announce our most recent initiative – [CLR's Speaker Series](#). We envision this to be a discussion forum for our members where we will facilitate industry-relevant conversations. The topics will vary, but the focus will always remain on what you, our members, find essential for our industry, and your company to discuss. In the CLR NEWS section you will find detailed information on the first episode of our speaker series – we hope you find it interesting, relevant, and that you will register and attend.

As usual, we want to offer you a variety of topics to explore, with some recurring themes, involving some of the most critical and challenging issues faced by the construction industry. Among those – mental health and substance use, diversity and inclusion in the trades, and labour market trends in our Province. The latter has recently become a topic of our periodic communications to our membership. As such I would like to take a moment and briefly summarize key points of [the Labour Market Study project](#), initiated by the CLR, but with strong support from the unions represented by BCBT and the AIRCC, colleges, the Province of B.C. and the Government of Canada which is conducted by MNP.

As previously stated in our communications to you on this key research initiative, the first and foremost reason for initiating this project was us hearing consistent and urgent feedback from our members on the importance of addressing labour supply and demand issues in our Province. This need is strongly supported by the official statistical data from April 2021 Labour Force Survey data that showed construction had the second largest cumulative decrease in employment out of any industry in British Columbia during the first 15 months of the pandemic. The sector lost 46,000 jobs between February and March 2020, and only 14,700 of these returned between April 2020 and April 2021. It is unclear how many of the workers who lost their jobs remain available for construction work or what the current workforce's skills and demographics are. New research is needed to profile the BC construction sector and determine the current and future supply and demand for labour.

At the same time, the demand for construction and trades labour is likely to rise as a result of increased investment in capital projects and infrastructure.

One of the primary goals of the Labour Market Survey is to understand the composition of the unionized construction sector in BC as it recovers from the COVID-19 pandemic, including a labour market forecast for supply and demand. This labour market research will then be used to develop a comprehensive human resources strategy that supports industry and organized labour to meet demand across all construction trades. The survey findings will allow for real market data-driven strategies to be developed that will benefit multiple stakeholders, including the industry, unions, colleges, and government.

This study is your chance to become actively engaged in decision-making around one of the most significant and concerning challenges our industry is facing.

We cannot stress enough the critical importance of your participation in this study. We want to thank all of you who have already completed the survey and participated in the interview with the MNP representative.

If you haven't done so yet, please follow the [link](#) to complete your questionnaire today, or kindly respond to the invitation to conduct your telephone interview if you received one.

We sincerely appreciate your cooperation on this strategic initiative that is critically important to the construction industry in B.C.

We hope you will enjoy the November CONNECTOR. As always, we look forward to hearing from you. If you have any questions, comments or ideas, please contact **Maria, Marketing and Communications**: marias@clra-bc.com, 604-328-0220.

Stay safe,

Ken McCormack, President and CEO

CLR NEWS

INTRODUCING THE CLR SPEAKER SERIES: EPISODE 1 – “ROAD TO RECOVERY”

We are excited to introduce the CLR's brand new initiative - a series of speaker events, where we will bring in subject matter experts to discuss the construction industry opportunities, challenges, long-term trends and immediate concerns – a variety of topics that matter the most to you as a construction employer.

We are opening the series with a virtual townhall called “ROAD TO RECOVERY”. We will host a panel discussion of our guest speakers and in-house experts, who will be sharing their perspective on COVID-recovery related questions faced by the employers.

Join us to discuss:

- Employers' questions on mandatory vaccination
- Rapid testing program options available
- WorkSafeBC changes in regard to the current stage of the pandemic and more
- Q&A session: your questions will be taken in the online chat format and responded to by the panel.

Mark your calendar for November 25th from 10:00-11:00 AM.

The invitation has been sent to the CLR Members – the registration is FREE.

We look forward to welcoming you to our new Speaker Series and to having engaging conversations as we host this and further events within our discussion forum.

“ROAD TO RECOVERY” SPEAKERS:

Dr. (Dave) Baspaly, COCA, President

Dr. Dave Baspaly is an experienced corporate leader and a Certified Management Consultant with a remarkable ability to bring diverse interests together to achieve collaboration and co-operation. Dave has a Doctorate in Business Administration from the International School of Management (ISM). In addition to his Doctorate, he has obtained a master's degree from Royal Roads University specializing in dispute resolution, and an Undergraduate Degree in history and political science from Simon Fraser University. Dave is the current President of COCA BC - The Council of Construction Associations that represents all major construction associations in British Columbia and acts on behalf of the construction industry in all WorkSafeBC matters.

Grant McMillan, COCA, Strategic Advisor

Grant has worked as a university professor in Alberta and as the Vice President of Administration Services for WorkSafeBC before being asked to start up the Council of Construction Associations (COCA) as its President in 1992. CLR was one of the founding members of COCA. Grant retired from the President's role in 2013 and now works as Strategic Advisor to COCA.

Ken McCormack, CLR, President and CEO

Ken joined CLR as President and CEO in April 2019. A strategic professional and seasoned leader with more than 25 years of management experience at the highest levels, Ken has worked in the government, consulting, agriculture and automotive sectors, representing associations similar in size and scope to CLR.

Paul Strangway, CLR, Senior Director, Labour Relations

Paul has been the Senior Director of Labour Relations since August 2019 and initially joined CLR as the Director of Labour Relations in August 2012. Prior to CLR he worked as a Senior Negotiator at Metro Vancouver supporting collective bargaining and labour relations in the municipal sector.

LABOUR & ECONOMY

POWERING UP: PREPARING CANADA'S SKILLED TRADES FOR A POST-PANDEMIC ECONOMY

The report by the thought leadership group at Royal Bank of Canada (RBC)

Technological change, accelerated by the pandemic, has transformed not only the tools available to tradespeople, but the skills needed to operate them. Today's industrial mechanics, electricians and heavy equipment operators must have the digital savvy to operate the electronic-testing equipment, 3D technology, and digital diagnostic tools becoming commonplace in the manufacturing and construction sectors. They will also have to brace for frequent retraining on evolving technologies.

Meanwhile, soft skills, such as critical thinking, creativity, problem solving and communication, are more important than ever in an economy that demands collaboration across sectors. These skills will increase in importance, but at the same time they won't replace traditional technical ability. A foundational understanding of metallurgy, for instance, will remain crucial to a welder programming a robotic arm.

Canada's skilled tradespeople – the welders, machinists, electricians and plumbers that have long been the backbone of the economy—are more critical than ever. In the report, prepared by the thought leadership group at Royal Bank of Canada, the main challenges facing the sector were identified – the underrepresentation of women and immigrants, the need to double down on digital training, and the ongoing stigmas surrounding trades careers – and how best to address them.

Key Points

- 25% of Canada's 4 million tradespeople will need to upgrade their skills within five years amid significant digital disruption.¹
- Canada will face a shortage of at least 10,000 workers in nationally recognized Red Seal trades over that period—a deficit that swells tenfold when 250 provincially regulated trades are included.²
- The most severe shortages will be among trades critical to the coming infrastructure boom, including industrial mechanics, welders and boilermakers.
- Demand for digital and “soft” skills like creativity and problem solving is expected to rise significantly in these critical trades.
- Over 700,000 skilled tradespeople are expected to retire by 2028.
- Women made up just 11% of new registrants for apprenticeship programs in 2019 and continue to represent less than 4% of workers in the most in-demand trades.³
- Immigrants comprised 8.7% of apprentices despite accounting for more than 20% of the population.⁴
- Canada is falling short of its goal to bring in 3,000 skilled tradespeople annually through immigration, admitting 2,365 such newcomers in 2019 through the Federal Skilled Trades Program.⁵
- Educators, employers and policymakers will need to address chronic problems in the trades pipeline, tap into underused pools of talent, and address a widening digital skills gap amid rapid technological advances in the workplace.



Read More:

<https://thoughtleadership.rbc.com/powering-up-preparing-canadas-skilled-trades-for-a-post-pandemic-economy/>

<https://royal-bank-of-canada-2124.docs.contently.com/v/powering-up-preparing-canadas-skilled-trades-for-a-post-pandemic-economy-pdf>

¹ RBC Economics; Frey & Osborne, The future of employment: How susceptible are jobs to computerization?, 2016

² PRISM Economics; Canadian Apprenticeship Forum, 2021 National Labour Market Information Report, [CAF Report LMI-2021 EN National -FINAL-1.pdf \(caf-fca.org\)](#)

³ Statistics Canada (RAIS), <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3710002301>

⁴ Canadian Apprenticeship Forum, https://caf-fca.org/wp-content/uploads/2018/06/Apprenticeship-in-Canada_2018.pdf

⁵ Immigration, Refugee, and Citizenship Canada, 2019, https://open.canada.ca/data/en/dataset?organization_limit=0&organization=cic

WOMEN IN THE TRADES

CHANGING WORKPLACE CULTURE BY BEING MORE THAN A BYSTANDER

By Karen Dearlove, Executive Director of the BC Centre for Women in the Trades (BCCWITT)

Developed in 2011 by the Ending Violence Association of BC (EVA BC) and the BC Lions, the Be More Than a Bystander program recognizes that most men care deeply about the women and girls in their lives and in the world. The program engages those men to take ownership and play an active role in ending gender-based bullying, harassment and violence.

In 2018 the BC Centre for Women in the Trades (BCCWITT) partnered with EVA BC and the BC Lions to adapt the Be More Than a Bystander program for skilled trades workplaces. BCCWITT has trained 150 men through the three-day train-the-trainer workshop. These men act as spokesmen, delivering 90-minute workshops about Be More Than a Bystander to their colleagues and peers in their own workplaces.

Participants in the program have come from a wide range of organizations and workplaces, including trades instructors, union trainers, managers from private companies, staff from the Industry Training Authority, and even employees with the Construction Labour Relations Association of BC.

BCCWITT believes that creating respectful, safe, and healthy workplaces benefits everyone, not just women. Retaining employees, reducing turnover, and creating a positive work environment leads to greater employee satisfaction and productivity. It is also the responsibility of employers to educate their workforce about bullying and harassment in the workplace.

For more information about how you can bring Be More Than a Bystander training to your workplace visit BCCWITT's [website](#). To submit an application for the 3-day train-the-trainer workshop complete the online [form](#).

Other Resources:

[Rosie the Riveter-Inspired Initiative](#)

[Rosie Mentoring Program](#)



MORE WOMEN NEEDED IN SKILLED TRADES, BUT BARRIERS REMAIN

As the economy accelerates, Canada will face a massive shortage in skilled labour over the next decade as workers retire and demand for talent grows.

One of the ways to fill that gap is to attract – and retain – more women, who while occupying half of all regular jobs, represent less than 5% of registered tradespeople, according to a 2020 report by the Canadian Apprenticeship Forum (CAF-FCA).

Led by CAF-FCA, the **National Strategy to Support Women in the Trades** was developed by employers, labour representatives, educators and equity representatives from multiple trades and regions to create sustainable and measurable change for women.

Main goals of the Strategy include: to increase the number of women apprentices, journeypersons and supervisors where they are underrepresented in proportion to the total number in a skilled trades workplace, and to create respectful and welcoming workplaces through meaningful policy and education.



Specific recommendations for employers to address barriers in recruitment and retention of women in the trades are:

- Implement Anti-Bullying and Anti-Harassment Initiatives
- Reach out to diverse communities and groups of women when advertising employment opportunities
- Review all policies and practices using a gender-diversity lens and re-adjust them where necessary to ensure there is equity
- Ensure gender-neutral language is used in policies, collective agreements and in all day-to-day operations and transactions
- Provide uniforms and personal protective equipment that fit women
- Support professional development opportunities for women
- Outline the advancement policies to all employees
- Offer promotions based on skills and seniority
- Provide women with leadership positions on worksites

Access to proper childcare is another important area that needs to be addressed, as women generally require more flexible work schedules and are unable to put in as much overtime as their male counterparts. The federal government's new \$30 billion national child-care initiative is supposed to help attract more women back to the workforce, after many quit their jobs during the pandemic, primarily to look after their kids.

Another hurdle is pay. The wage gap between men and women is especially prevalent in the skilled trades. In the first year following certification for all Red Seal trades, women earned on average \$31,400 or just 47% of the \$67,200 earned by men, according to a joint [study](#) by the Education Policy Research Initiative and the Labour Market Information Council.

In its most recent budget, the federal government also announced a \$470 million incentive program that provides funding to employers that hire first-year apprentices. The monetary incentive is doubled if they hire someone from an equity group that includes women, racialized Canadians, and people with disabilities.

Learn More:

[National Strategy for Supporting Women in the Trades](#)

[LMiC: Trade earnings report](#)

[More women needed in skilled trades, but barriers remain - Talent Canada](#)

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MENTAL HEALTH & SUBSTANCE USE

B.C. APPLIES FOR DECRIMINALIZATION IN NEXT STEP TO REDUCE TOXIC DRUG DEATHS



British Columbia has taken an important step forward to prevent drug poisoning deaths by applying to the federal government to remove criminal penalties for people who possess small amounts of illicit drugs for personal use.

B.C. is the first province in Canada to seek an exemption from Health Canada under Section 56(1) of the Controlled Drugs and Substances Act.

Since the Province declared a public health emergency in 2016, 7,700 British Columbians have died because of a toxic drug supply. Prior to the outbreak of COVID-19, B.C. saw a decrease in death due to toxic drugs. However, the COVID-19 public health emergency reversed this trend, causing toxic drug poisoning deaths to reach an all-time high.

B.C. is transforming health and substance-use services throughout the province as outlined in A Pathway to Hope, the Province's mental health and addictions road map. Decriminalization is considered an important component in ending the toxic drug crisis, as the Province continues to create a full continuum of care that includes prevention, prescribed safer supply and other harm-reduction measures, treatment, and recovery supports.

A broad range of partners and stakeholders played a vital role in developing the application. The Province worked with health and social service providers, Indigenous partners, people with lived

and living experience, municipalities, law enforcement, advocacy organizations and clinical and research experts. The submission is intended to support further discussions between Health Canada and the B.C. government on an approach to decriminalization in B.C.

Learn More:

[News Release: BC applies for decriminalization in next step to reduce toxic drug deaths](#)

[BC's decriminalization submission to the federal government](#)

[A Pathway to Hope](#)

[Stop Overdose BC](#)

INNOVATION & SUSTAINABILITY

B.C. WINS CLIMATE AWARD AT GLASGOW CONFERENCE

An innovative CleanBC program designed to reduce industry emissions and maintain global competitiveness has won an international award presented by the Under2 Coalition during COP26 in Glasgow.

The CleanBC Program for Industry was awarded most creative climate solution from the coalition, which is a global alliance of state and regional governments committed to ambitious climate action in line with the Paris agreement.

The CleanBC Program for Industry includes two complementary initiatives that work together to encourage investment in clean technologies and operations that reduce emissions from industry. The first – **the CleanBC Industry Fund** – uses a portion of carbon tax revenue paid by large emitters to co-invest in projects that reduce greenhouse gas emissions in sectors such as mining, pulp and paper, cement, agriculture, and oil and gas. The second – **the CleanBC Industrial Incentive Program** – reduces carbon tax costs for operators if they can demonstrate they are among the lowest emitting in the world for their sector.

The CleanBC award was presented at the COP26 climate conference in Glasgow at the Under2 Coalition Awards as part of the group's general assembly.



Quick Facts:

- The CleanBC Industry Fund is investing \$43 million in 32 projects across the province to reduce greenhouse gas pollution, with additional contributions coming from industry and partners. In total, the projects are expected to reduce approximately 1.4 million tonnes of carbon dioxide-equivalent by 2030.
- To be eligible, applicants must have paid carbon tax and have emissions over 10,000 tonnes of CO₂e per year under the Greenhouse Gas Industrial Reporting and Control Act.
- British Columbia has sectoral greenhouse gas emissions targets for industry (38-43% below 2007 levels by 2030) and oil and gas (33-38% below 2007 levels by 2030).

Learn More:

[News Release: B.C. wins climate award at Glasgow conference](#)

[CleanBC Program for Industry](#)

[CleanBC Industry Fund](#)

[CleanBC Roadmap to 2030](#)

IN MEMORY OF OUR COLLEAGUE AND FRIEND

**Bruce Smith
1958 - 2021**

