



CLR CONNECTOR

MEMBERSHIP NEWSLETTER

APRIL 2022



BC CONSTRUCTION
EMPLOYERS
**BUILDING
RELATIONSHIPS**

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

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MESSAGE FROM CLR'S PRESIDENT

CLR Members,



Welcome to the April edition of the [CLR CONNECTOR](#).

Last month we launched and successfully completed our periodical membership satisfaction survey – an effective feedback tool that has become a tradition for CLR to gauge how well we are meeting the needs of our members. Your feedback is always considered in our ongoing efforts to add value for your support.

We were grateful to learn from your largely positive feedback on CLR's services to you, most notably in the areas of collective bargaining, labour relations and human resources. Our respondents also indicated the importance of the educational programs CLR provides, such as *©Better SuperVision*, networking opportunities, advocacy efforts and a variety of communications channels we utilize to keep our members informed.

We were pleased to see your high ratings of our newly launched website, both in its content and ease of navigation, as well as the visual presentation of material.

Our Speaker Series is gaining popularity, and in this issue we are happy to provide you with details on the upcoming episode in May focusing on encouraging greater participation of women in the construction industry. Your insightful ideas about what topics you would like us to explore in future episodes, and what areas of concern you need us to advocate for on your behalf are appreciated.

It is an invaluable resource for our organization to collect your firsthand opinions, suggestions and comments, which we will be eager to use as a foundation for the improvement and strengthening of our value to you.

We hope you will be interested to learn more about educational and networking opportunities we are planning for you, and that you will find useful a compilation of articles on labour market and industry news we have gathered.

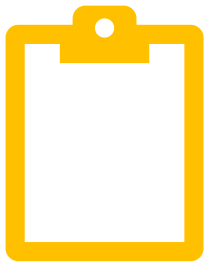
Enjoy the April edition, and please connect with us if you want to share any questions, comments or ideas.

Stay safe,

Ken McCormack, President and CEO

CLR NEWS

MEMBERSHIP SURVEY FINDINGS. WINNER ANNOUNCED



CLR membership survey 2022 is complete. We would like to thank all of you who took the time to share your valuable feedback with us. Despite the closing of our annual member survey, we want to assure you that CLR is always open to feedback from our members at any time.

Through this year's survey, we collected important comments and some great insights that will help us keep improving our services to you and work on new initiatives that will add even more value to your membership with CLR.

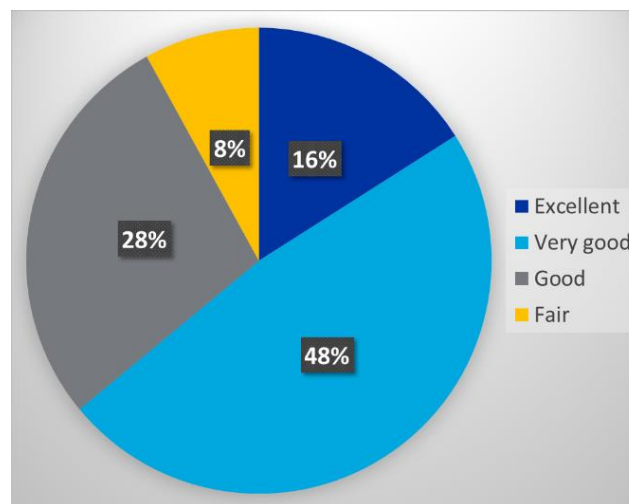
This year's lucky winner of a [\\$500 Amazon Gift Card](#) is:

LIANNA KUHN FROM SPECTRUM PAINTING & RESTORATIONS

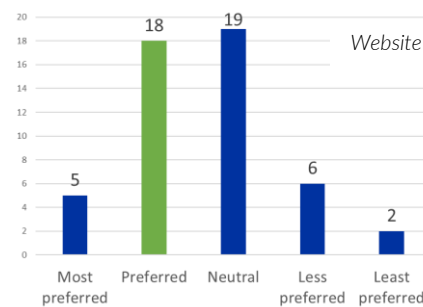
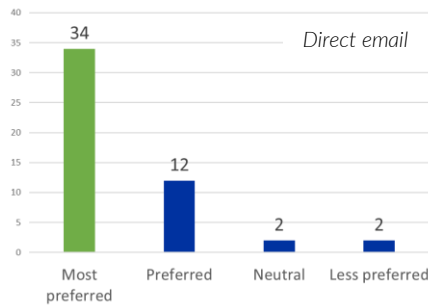
Congratulations, Lianna!

Below is a quick recap of the survey findings, along with your ratings and reviews of CLR's performance in our key service areas, such as collective bargaining, labour relations and human resources. You provided constructive feedback on the way we communicate with you, including our new website. Our respondents' satisfaction level with CLR's communications is reportedly high, with "Direct email" and "Website" being the top priority communications methods:

How would you rate CLR's communication in keeping you informed?



Preferred communications channels:



Importantly, the respondents' comments on future discussion topics and advocacy areas strongly resonate with the strategic priorities, earlier identified by CLR and the Board. Focus on technology and innovation, government policy and decision making in relation to the labour market, as well as strengthening CLR's value in Health & Safety and HR branches were highly endorsed by survey participants, and those initiatives are embedded in top tiers of the CLR's strategic plan.

THE CLR SPEAKER SERIES, EPISODE 3: WOMEN IN TRADES

CLR is pleased to announce the new episode of the CLR's Speaker Series. We invite you to join our moderated expert panel of tradeswomen and employers, who will share their professional stories and perspectives on how the construction industry addresses one of the key aspects of the Diversity, Equity and Inclusion strategy – recruiting and retaining **Women in Trades**.

Meet our speakers:

Karen Dearlove, [BCCWITT](#), Executive Director



Since completing a Ph.D. in History in 2009, Karen Dearlove has worked in leadership positions in cultural, not-for-profit and community organizations in Ontario and British Columbia. While pursuing her academic studies Karen worked in a series of hands-on jobs, including surveying, carpentry, concrete finishing, and various positions in the fabrication of architectural grade wood doors such as CNC programming. An ardent supporter of the labour movement,

Karen was instrumental in organizing her previous workplace and served as shop steward for CUPE Local 389. Karen is passionate about education, social justice, reconciliation, and representation. She is excited to bring her knowledge, skills and experience to create diverse, equitable workplaces and opportunities for women in the skilled trades.

Shayla Giroux, [BCCWITT](#), Regional Representative



Shayla is a second-year Cabinet Maker apprentice and regional representative for BCCWITT. She is an advocate for equality within, and low barriers in, the workplace. After completing a fine arts degree, she began pursuing a career in trades to gain material knowledge, tool safety and building skills, intending to advance her artistic practice. After falling in love with architectural millwork, CNC and furniture design, she discovered an unforeseeable career path for

herself. Shayla is excited to share her experiences and offer support to anyone considering a career in trades.

Barbara James, [BCIT School of Construction and the Environment](#), Instructor



Barbara James belongs to the Gwa'sala-'Nakwaxda'xw people of Port Hardy, B.C. She is a fourth-year carpentry apprentice and advocate for women in the trades. Barbara currently works for BCIT as an instructor in the School of Construction and the Environment. She volunteers her time with various committees including the BC Tradeswomen Society, Build Together, and BCCWITT. Barbara is a trustee for The United Brotherhood of Carpenters and

Joiners of America, local 1907 and a delegate to the BC Regional Council of Carpenters.

Sandy Woodhouse, [NorLand Limited](#), Human Resources Director



Sandy is a senior human resources professional with leadership and HR operations experience which has been gained in multinational engineering, procurement and construction management organizations. Sandy joined NorLand Limited as Human Resources Director in mid-2021, and she is a participant and sponsor of NorLand's EDI committee.

Moderator: Ken McCormack, [CLR](#), President & CEO



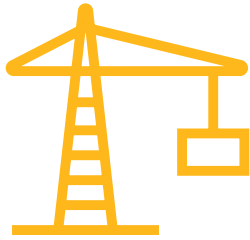
Ken has been the President and CEO of CLR since April 2019. A strategic professional and seasoned leader with more than 25 years of management experience at the highest levels, Ken has worked in the government, consulting, agriculture and automotive sectors, representing associations similar in size and scope to CLR. Ken serves on behalf of CLR on the BCCWITT Governance Committee. Recently Ken participated in the [Be More Than A Bystander](#)

program – the partnership between BCCWITT and Ending Violence Association of BC (EVA BC), delivering a customized Be More Than a Bystander program for the skilled trades industry.

Mark your calendar for Wednesday, May 11th, 9:00-10:00 AM. The registration is **FREE**.

We are excited to see you again at the CLR's Speaker Series!

©BETTER SUPERVISION: SAVE THE DATE



©Better SuperVision is a comprehensive skills training and development process designed to improve and enhance the abilities of union construction supervisors. If your organization is interested in registering your employees in one of our ©Better SuperVision courses, we have secured the following dates:

- *Fall Session:* Oct 14-15, 2022 and Oct 21-22, 2022
- *Fall Session:* Nov 18-19, 2022 and Nov 25-26, 2022
- *Spring Session:* Feb 24-25, 2023 and Mar 3-4, 2023
- *Spring Session:* Apr 21-22, 2023 and Apr 28-29, 2023
- *Fall Session:* Oct 20-21, 2023 and Oct 27-28, 2023
- *Fall Session:* Nov 17-18, 2023 and Nov 24-25, 2023

Classes are held at CLR Office, located at: 97 Sixth Street, New Westminster, BC. from 7am – 5pm.

To learn program details, please [visit](#).

[Visit News & Events and click on the preferred class to register.](#)

If you have any questions please contact us at admin@clra-bc.com or 604-524-4911.

BEN BACKMAN MEMORIAL INDUSTRY LEADERS GOLF TOURNAMENT



The 13th Annual Ben Backman Memorial Industry Leaders Golf Tournament is scheduled for Tuesday, June 14, 2022, at the Northview Golf and Country Club in Surrey.

The tournament is now sold out! Thank you to all of the sponsors and registrants for your continued support.

We are looking forward to holding this popular event once again.

NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE (NCLRA) CONFERENCE



Registration is ongoing for the much-anticipated [National Construction Labour Relations Alliance \(NCLRA\) conference](#) in [Las Vegas from September 27-29th, 2022](#).

Building trade contractors and CLR associations from across Canada will gather at Bally's Las Vegas to network, share updates and explore topics that are relevant and of interest to our industry.

We are encouraging our members to take advantage of this exciting networking opportunity and to make the commitment to attend. In addition, it is our hope that you might consider supporting the conference with a sponsorship.

To learn more about the event, including the registration details, please visit: [NCLRA Conference 2022 | NCLRA](#).

You can also contact the NCLRA directly at 306-352-7909.

LABOUR & ECONOMY

BUILDFORCE CANADA RELEASED ITS FIVE-YEAR FORECAST FOR THE CONSTRUCTION INDUSTRY

In March, BuildForce Canada released its [2022-2027 Construction and Maintenance Looking Forward national forecast](#). The report focuses on a six-year horizon for labour market data as opposed to the 10 years studied in previous reports.

Construction investment in both residential and non-residential sectors recovered strongly in 2021: +14% and +8% respectively. Investment is projected to remain at current high levels through 2023, before declining gradually over the remainder of the forecast period.

The rise in construction activity in 2021 lifted employment to approximately 1.1 million workers. That number is a 7% increase over 2020 levels and a 1% rise over pre-pandemic figures recorded in 2019. The surge in construction activity is expected to boost employment further to a peak in 2022, before diverging trends take hold thereafter. By 2027, employment is expected to expand by nearly 16,000 workers, or about 1% above 2021 levels.

Closing Construction's Skills Gap



BuildForce Canada Executive Director Bill Ferreira reported that though the construction sector “has rebounded well from the effects of the COVID-19 pandemic”, the challenge facing the industry is how to manage its labour force. Retirements are expected to reach their highest levels over the next two years, with approximately 156,000 workers exiting the industry.

That, combined with growth in worker demand of nearly 16,000, will result in hiring requirements reaching 172,000 workers by 2027.

Based on historical trends, Canada's construction industry is expected to draw an estimated 143,000 first-time entrants aged 30 and younger from the local population, leaving the industry with a possible retirement-recruitment gap of 13,000 workers. When coupled with demand growth, the industry may be facing a shortage of 29,000 workers by 2027.

The construction industry remains focused on building a more diverse and inclusive labour force. Efforts are ongoing to enhance the recruitment of individuals from groups traditionally underrepresented in the province's construction labour force, such as women, Indigenous people, and newcomers to Canada.

Women in Trades

In 2021, there were approximately 190,000 women employed in Canada's construction industry, of which 27% worked directly in on-site construction. However, of the 1 million tradespeople employed in the industry, women made up only 5% of the on-site construction workforce.

Indigenous People

The Indigenous population is another underrepresented group that provides recruitment opportunities for the construction industry. In 2021, approximately 63,700 Indigenous people were employed in Canada's construction sector, or 9% of all Indigenous people in the workforce. Of those in the construction and maintenance industry, 81% work directly on construction projects.

New Canadians

The construction industry may also leverage new Canadians over the coming decade to meet anticipated labour market requirements. Canada is expected to welcome an average of more than 237,000 new international migrants each year between 2022 and 2027. This will make new Canadians a growing segment of the overall labour force. The national construction labour force is comprised of approximately 20% new Canadians, which is lower than the overall share of new Canadians in the total labour force (26%).

Increasing the participation rate of women, Indigenous people, and new Canadians could help Canada's construction industry address its future labour force needs.

Learn more:

[Forecast Summary Reports | BuildForce Canada](#)

FEDERAL BUDGET 2022: MIXED REACTION

While some leaders in Canada's construction industry are applauding the federal government's budget as good for construction workers, the economy and the environment, others caution that infrastructure needs are not addressed enough.

Chris Atchison of the BC Construction Association (BCCA) praised some pieces of the budget, while criticizing the level of support given to critical infrastructure and securing supply chains: "BCCA welcomes investments in labour mobility and training, and improvements in municipal permitting systems, but [...] the federal budget falls short on investments in critical infrastructure that is essential for the health and well-being of all Canadians. The budget does not go far enough addressing economic resilience and establishing supply chain and infrastructure protections against current and future threats such as we have seen globally with the COVID-19 pandemic and war in Ukraine, or locally in B.C. with the devastating environmental challenges of fire and flood."

Atchison explained the \$183.2 million investment in developing construction materials and encouraging low-carbon emissions is welcome, but not broad enough.

The Calgary Construction Association (CCA) gave kudos to Ottawa for helping workers with the mobility funding, putting more funding into union training and committing to more green initiatives. "The looming skill shortage is one of the biggest challenges facing the construction industry and its effects are being felt already," said Bill Black, CCA president. "Baby Boomers with 40 years or more of work experience are retiring and Generation X and Millennials are seeking to step up in their roles. Greater emphasis needs to be made on attracting and retaining skilled workers to fill the looming labour gaps in the local industry."

The BC Building Trades welcomed the Labour Mobility Deduction as well as Union Training and Innovation Program (UTIP) funding increases. "We are glad to see a Labour Mobility Deduction for tradespeople in Budget 2022," said Brynn Bourke, BC Building Trades executive director.

Bourke added UTIP has provided much-needed equipment to its trainers, which has allowed them to deliver training in emerging technologies and increase participation in the trades from traditionally underrepresented groups.

The Labour Mobility Deduction for tradespeople was the big news for Sean Strickland, executive director of Canada's Building Trades Unions (CBTU). The measure will provide tax recognition on up to \$4,000 per year in eligible travel and temporary relocation expenses to tradespeople and apprentices.

"Until this was put into place construction workers were not able to deduct any of their travel costs related to accommodation or meals when they had to travel a certain distance for work. That created a barrier for travelling to where the work is and this removes that barrier," said Strickland.

Ken Lancaster, chief operating officer of the Mechanical Contractors Association of Canada (MCAC), said while some of the initiatives have been included in the budget, the association is stressing the importance of capacity-building, particularly with respect to the skilled trades, to ensure the programs included in the budget are implemented efficiently and effectively. "There is a bit of a disconnect between the initiatives and the programs and the objectives and the

ability for the industry to have the capacity to deliver on that [...] The government needs to work closely with the industry on building that capacity.”

John Gamble, president and CEO of the Association of Consulting Engineering Companies – Canada, said while there was a lot of infrastructure investment included in the budget, the association has some questions about the longer-term intentions. ACEC was hoping for recognition of the importance of critical minerals and mining resources in the country. The budget includes \$1.5 billion over seven years for infrastructure investments that would support the development of critical minerals supply chains.

“We’re very pleased with the commitment around the support for critical minerals, both in terms of development but also the supply chains that go along with that,” Gamble said. “If we’re going to convert to a low carbon economy then Canada is in a really strong position to be a supplier of critical minerals and precious metals.”

Other notable measures in the budget mentioned by construction stakeholders are the Housing Accelerator Fund to support municipalities in getting more market-rate housing online faster; doubling the Union Training and Innovation Program; bringing labour to the table for comprehensive review of the employment insurance system; and new green technologies to help the country transition to a low carbon economy.

Learn more:

[Federal budget leaves the West wanting more - constructconnect.com](https://constructconnect.com)

[Budget ‘fell short’ on build back better initiatives, says CCA - constructconnect.com](https://constructconnect.com)

INFRASTRUCTURE

CANADA AND BRITISH COLUMBIA INVEST IN 57 INFRASTRUCTURE PROJECTS ACROSS THE PROVINCE



On April 11th more than \$110.3 million were announced in joint federal-provincial funding for 57 community, recreation, and green infrastructure projects across British Columbia. Funding will also support 13 Indigenous-led projects in the province.

The Government of Canada is investing more than \$56.8 million in these 57 projects through the Community, Culture and Recreation Infrastructure, Rural and Northern Infrastructure, and Green Infrastructure streams of the Investing in Canada Infrastructure Program. The Government of British Columbia is contributing \$53.4 million, and contributions from project recipients total \$27.1 million.

Federal funding is conditional on meeting all requirements related to consultation with Indigenous groups.

Through the [Investing in Canada Plan](#), the federal government is investing more than \$180 billion over 12 years in public transit projects, green infrastructure, social infrastructure, trade and transportation routes, and Canada's rural and northern communities.

Over the last six years, \$4.97 billion in federal funding has been approved for 801 infrastructure projects in British Columbia, including the 57 featured on April 11th.

Learn more:

[Backgrounder: Canada and British Columbia invest in 57 infrastructure projects across the province to create inclusive, resilient communities](#)

[Federal infrastructure investments in British Columbia](#)

[Investing in Canada Infrastructure Program in British Columbia](#)

[Community, Culture and Recreational Infrastructure, Rural and Northern Infrastructure, and Green Infrastructure streams – three ICIP Components of IICP](#)

VISIT CLR

