



CLR CONNECTOR

MEMBERSHIP NEWSLETTER

JULY 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 July edition of the [CLR CONNECTOR](#).

We would like to start off with several important announcements.

First, we are pleased to welcome onboard Glen Williams, CLR's new Director, Health & Safety. With the addition of Glen to our team, we are re-launching the CLR's Health & Safety portfolio and strengthening our value proposition to members. We will be updating our members on new

developments and initiatives emerging within this important section of CLR's service offerings through our website, regular communications, and special alerts. Stay tuned.

The July Connector is strongly focused on the theme that the need for a longer-term vision and strategy cannot be overestimated – Innovation and Technology: Future in Construction. This area of our organization's efforts and activities was prioritized as one of the key strategic pillars and as such, will certainly account for a significant portion of our future communications.

To assist the CLR board and staff in our commitment to future-proofing CLR and our members' interests, we are excited to announce the formation of a brand-new committee – the Future Leaders in Construction. Future Leaders will play an instrumental role in shaping the future of our organization, influencing association policies, and identifying value-added opportunities for our members to benefit from. Read the article in this edition to learn more about this committee which will become active in the fall of 2022.

This has been a busy year for the Labour Relations Team. Industry bargaining with BCBCBTU commenced on June 1, 2 and 3 with the exchange of proposals. The exchange included all main table and trade level proposals from both the Bargaining Council and CLR. The Bargaining Council brought a substantial number of proposed changes which we are currently working through. We will be reaching out to our bargaining committees to review and discuss as we identify how trade-level negotiations will be scheduled and when.

In addition to industry bargaining, we have recently reached a tentative agreement with the Pile Driving companies and a ratified agreement for CIMS/Geotech and the Boilermakers. Negotiations with Gunnebo are ongoing, and bargaining will commence soon with a couple more groups (the BCRCC All Employee Agreement and the Hydraulic Dredging Agreement).

The Labour Relations team continues to be busy supporting members' questions or concerns that arise under the various collective agreements.

If you ever have a question about anything under your Agreement or about collective bargaining, please don't hesitate to contact us.

Stay safe,

Ken McCormack, President and CEO

CLR NEWS

WELCOME GLEN WILLIAMS, CLR'S DIRECTOR, HEALTH & SAFETY



As a new member of the CLR team, it is a pleasure to introduce myself as the new Director of Health and Safety at CLR. As a health and safety professional, I have worked in many heavy industrial workplaces including shipyards and container terminals. Over my career, I have had the opportunity to support member companies of the BC Maritime Employers Association to develop safety and training programs and provide guidance regarding health and safety regulations. Through my journey, I have experienced the powerful tool of collaboration when solving health and safety issues. Collaborating with industry colleagues not only leads to quicker solutions, but also allows the industry to learn and grow together while creating exceptional safety programs and healthy and safe workplaces. My overall objective at CLR is to collaborate with our members and your entire team, become a reliable resource, and advocate for CLR member companies on all relevant occupational health and safety matters.

In the short term, I look forward to the re-launch of our CLR website's health and safety section where members will be able to source valuable material for your Occupational Health & Safety (OHS) program and find recent Bulletins relating to recent regulatory updates and OHS information for the construction industry. Additionally, I look forward to supporting current CLR training programs, including *@Better SuperVision* for construction forepersons and administration, and bringing clarity and support to our industry's drug & alcohol policy and testing program. Most importantly, I'm looking forward to meeting you and your team. My motivation is driven by the quest to understand the challenges you face and the issues I can support your company with. Overall, I share everyone's goal to provide healthy and safe workplaces for all workers and employees and I look forward to assisting our members to lead the construction industry with successful health and safety programs.

FUTURE LEADERS IN CONSTRUCTION COMMITTEE



Earlier this year, we reminded our members to nominate candidates for the Future Leaders in Construction committee. We were delighted to receive a considerable number of responses indicating your interest in this newest initiative.

CLR Future Leaders will play an instrumental role in shaping the future of our organization, influencing association policies, and identifying opportunities for our members to grow and prosper. The

committee will also be a great way for CLR to identify future association leaders, replacing outgoing CLR Board directors and Council members.

We currently have **15 nominees** and are working to finalize the structure of the committee by September. Please follow our announcements!

The first meeting of the Future Leaders will be held in October.

BEN BACKMAN MEMORIAL INDUSTRY LEADERS GOLF TOURNAMENT



On June 14th we held our Annual Ben Backman Memorial Industry Leaders Golf Tournament at the Northview Golf & Country Club. We want to thank all of the sponsors and guests for coming out and supporting this great event, benefiting the Royal Columbian Hospital Foundation. Thanks to your generosity, **\$26,921.70** will be donated to RCHF.



Please visit the [event gallery](#) to enjoy some pictures from that day.



CLR'S 53RD ANNUAL GENERAL MEETING



REGISTRATION is open for CLR's 53rd Annual General Meeting and Conference.

This year's event will take place at the Delta Grand Okanagan Resort, in the heart of Canada's wine country, and ideally located on the shores of the majestic Okanagan Lake in downtown Kelowna.

We invite you to join us for an event filled with great food, good wine, and ample opportunities for networking and socializing with friends, old and new.

Friday's sessions will focus on the **Future of Staffing: Recruitment and Retention** and will feature keynote speaker, [Leonard Brody](#), a *Business & Technology Visionary*. After which we will dance the night away to the amazing music from the *Mooncoin Show Band*.

And don't forget to sign up for one of the exciting activities we have planned on Saturday.

Visit the [CLR website](#) and [register](#) today. Hope to see you there!

INNOVATION & TECHNOLOGY

INDUSTRY 5.0 IN CONSTRUCTION: HUMAN-CENTRIC, SUSTAINABLE, RESILIENT



The fifth industrial revolution is known as Industry 5.0 and is required to provide better interaction between humans and machines to achieve effective and faster outcomes. Digital technologies provide a new paradigm in manufacturing and construction, which focuses on a 4-point framework: People, Collaboration, Sustainability, and Technology.

Human-Centric Project Execution

In highly complex Industrial projects, “once the system reaches steady-state, incremental improvements often aren't feasible. Shifting an operating system often requires substantial design, new equipment or software, and capital investment. Therefore, innovation can be unwelcomed” ([Industry 5.0 in Engineering and Construction](#)).

Industry 5.0 empowers people and promotes digital literacy, combining human creative potential with advanced technology to drive innovation.

This new paradigm will demand greater creativity in the early project planning stages, to improve overall project delivery models and construction execution strategies.

Collaboration

Collaborative contracting models are integral to achieving success in an Industry 5.0 environment. Integrated Project Delivery (IPD) and shared risk-reward contract models will become more prevalent. Project stakeholders will be expected to act and contract in ways that positively impact the project outcome.

Technology

Industry 5.0 will prioritize system resilience over system stability. “In the industrial project space, this means that rapidly deployable software with flexible workflow options will be preferred over highly rigid, process-driven tools.”

Digital twins are fundamental to 5.0 projects as information hubs, connecting technology and project teams: engineers, project managers, construction team members, and operations personnel.

Sustainability

A strong environmental focus will become integral to project success. Industry 5.0 teams will work collectively to mitigate environmental risks, focus on resource efficiency, and integrate sustainable production methods. In Industry 5.0 sustainability is an obligation.

Learn more: [Industry 5.0 in Engineering and Construction](#)

CHALLENGES TO ADOPT NEW BUILDING TECHNOLOGY



With new technologies and digital tools becoming more commonplace across various industries, the construction sector is not necessarily pioneering the trend. A report done by a team at the [Brookfield Institute for Innovation + Entrepreneurship](#), and supported by the [Future Skills Centre](#), attempts to answer the question why.

Research findings obtained from interviews and surveys of 14 leaders in construction as well as companies that innovate specifically for the sector, address the factors contributing to the low rate of technological innovation adoption in the construction industry.

Researchers found that only 7% of construction businesses had adopted software or databases for purposes other than telework or online sales and only 3% had automated certain tasks, which significantly varies from the technology adoption rates of other industries.

At the same time, tough competition, thin profit margins and high liability create an environment that leads to a lack of information sharing across the industry.

Meanwhile, investing in building science and skilled trades would not only elevate the number of qualified people in the field, but it would also make the industry younger, more technologically aware and willing to take risks.

Learn more:

<https://canada.constructconnect.com/dcn/news/technology/2022/06/risk-aversion-inhibits-drive-to-adopt-new-building-tech>

LABOUR & ECONOMY

CANADIAN JOB VACANCIES HIT A QUARTERLY RECORD HIGH IN Q1



Statistics Canada data shows the number of job vacancies increased 2.7% from the previous peak in the fourth quarter as the pool of unemployed workers shrunk to half the level in the first quarter of 2021.

Employers in the construction industry found it challenging to fill jobs in the first quarter, as 81,500 positions were vacant, up 7.1% compared with the fourth quarter of 2021.

Job vacancies continued to reach record highs in the manufacturing and retail trade sectors as well, up 5.3% and 12.8%, respectively, compared with the fourth quarter of 2021.

Average hourly wages of all employees rose 3% from a year earlier, while the Consumer Price Index increased 5.8% during that period.

Learn more: <https://canada.constructconnect.com/dcn/news/economic/2022/06/canadian-job-vacancies-hit-quarterly-record-high-in-q1>

CIRP CORNER

IS MY GENERATIONAL TRAUMA RESPONSIBLE FOR MY MENTAL HEALTH?



According to a recent B.C. Coroners Service report zeroing in on 872 overdose deaths in B.C., more than half of the employed people in the province who died of an overdose worked in construction. Substance abuse is commonly found with many types of traumas including intergenerational trauma. Trauma can happen in multiple ways and one way is when it gets passed on from one generation (parent/caregiver) to the next (child). This passing

down of trauma is called “Intergenerational Trauma”. The responses caused by Intergenerational Trauma can vary from generation to generation, but typically include shame, increased anxiety and guilt, and feelings of vulnerability and helplessness. Often, intergenerational trauma is paired with other concerns such as substance & alcohol use, depression, and anxiety.

Often folk with deep, severe pain feel as if they can't stand it, it's just too much. In these situations, they may turn to alcohol or another substance to "calm down" or to deal with the symptoms of trauma. What begins as a way to help them cope and deal with the symptoms of trauma often turns into a real addiction.

Parenting plays an important role in the transmission of trauma. In a study by Meulewaeter and colleagues (2019), it was found that substance use was used as a self-fooling enabler of parental functioning which in reality, adversely affected parental functioning. Mothers with substance use disorder are more likely to have poor attachment with their children, have maladaptive parenting practices which in turn create a traumatic childhood for their child, effectively passing down the trauma.

Research investigating intergenerational trauma in indigenous folk (early migrants to Canada) who suffered centuries of oppression say that the later generations have inherited the intergenerational trauma through different cycles like seeing parents have a political dependency, followed by a generation of parents who used alcohol and substance to reduce their anxiety and panic. This is also accompanied by family violence, child abuse, sexual abuse, and accidental deaths in the family.

Similar studies have also found some indicators that include lack of belongingness, feelings of abandonment, low self-esteem, being present-oriented, history with the criminal justice system, inability to maintain intimate interpersonal relationships, and lack of or no information regarding the birth, language, culture, customs, beliefs, and spirituality of the individual. These indicators in turn perpetuate mental health issues like anxiety and depression. The family indicators mainly display family violence, emotionally unavailable parenting, denial of cultural heritage, perpetuating of negative stereotypes within the family, and mainly rampant use of drugs and alcohol, which later turns to full-blown substance use disorder crossing across generations.

At Construction Industry Rehabilitation Plan (CIRP), we assist in creating holistic healing as we see addiction through the lens of Trauma. We are a treatment program that has been in business for over 35 years providing care to the construction industry. We provide counseling services for you and your family members. You can reach out to us at 604-521-8611. We are open from Monday to Friday from 9 am to 5 pm. Looking forward to providing you with the help you require.

VISIT CLR

