



CLR CONNECTOR

MEMBERSHIP NEWSLETTER

OCTOBER 2022



BC CONSTRUCTION
EMPLOYERS
BUILDING
RELATIONSHIPS

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

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MESSAGE FROM CLR'S PRESIDENT

CLR Members,

We are pleased to share your October edition of the CLR CONNECTOR.

The Fall season started with a few exciting events, one of them being CLR's 53rd AGM and Conference. It was great to see our members and guests and to spend several days networking, learning, and having a good time together.

As we collected the results of our post-AGM survey, we learned that a majority of those attendees that responded enjoyed the event overall, including both the educational component and the entertainment. The session by the business and technology visionary Leonard Brody was well received, ranked "excellent" by 71% of our respondents. The discussion panels "Recruiting for the Future", from both the union and the employer/contractor perspectives, were evaluated as "excellent" or "very good" by the majority of those who took the survey. Many indicated a high level of satisfaction with the Friday dance night and the band, as well as Saturday activities. We will make sure that next year's AGM in Victoria will provide you with the same – or even better – level of enjoyment and opportunities to unwind.



The next long-awaited event that took place recently, was the Conference organized by the National Construction Labour Relations Alliance (NCLRA) in Las Vegas. We are thankful to our sponsors who supported this great education and networking opportunity. It was amazing to get together with industry peers from across the country and to discuss the most relevant news, trends, and challenges that the construction world is facing these days.

CLR staff and some of our directors participated in the recent BC Building Trades (BCBTU) convention in Victoria in September. Especially in a year consumed mainly with bargaining new collective agreements, it is always enjoyable to network with our union partners in a different setting where we can engage in productive discussions and focus on building even stronger relationships. We were pleased to co-host a reception for BC MLA's with the BCBTU. The event was well attended by BC MLA's from both the government and the opposition and during the conference, we had the opportunity to thank Premier John Horgan for his service to the province before he retires this fall.

We are very pleased and satisfied to announce that the Labour Market Study project through which many of you participated, is now complete. This strategic initiative requested by our construction employer members, and carried out through the support of the Province, the industry, and academia, collected some invaluable insights from both the employer and the union perspectives and offers a substantial set of analytics, findings, and recommendations. At this time, the report needs final approval from the province before we can circulate it so, please watch for further communication from the CLR when we will share a link to the report.

This has been a very busy year for negotiations. The CLR-BCBCBTU bargaining process is well underway and talks are continuing through the fall and into next year. A number of non-BCBCBTU settlements have also been concluded this year.

Please, explore the following updates prepared by our strategic partners at the Construction Industry Rehabilitation Plan (CIRP) and B.C. Infrastructure & Benefits Board (BCIB) – we hope you will find their information valuable as we aim at sharing their content with you on a regular basis.

As usual, we welcome any of your comments, suggestions, and ideas – please, tell us what you would like to hear about in future editions of CONNECTOR, by sending your recommendations or requests to Maria at marias@clra-bc.com.

Warmest regards,

Ken, CLR's President and CEO

CLR NEWS

CLR's 53RD ANNUAL GENERAL MEETING – THANK YOU FOR JOINING US!

Last month we held our 53rd AGM and Conference that took place in beautiful Kelowna. To our valued members and delegates – thanks to all of you who were able to attend and celebrate another year together.

We hope that you enjoyed the reception, speaker events, informal activities, and Friday dance night:)

Based on your feedback shared through the post-AGM survey, we will ensure to keep your favorite entertainments and, hopefully, be able to add something new to the program to provide you with rich learning opportunities, time to network and, of course, to share fun moments with each other.

We look forward to seeing you all in Victoria next September!

Please, visit our website to [view the 53rd AGM gallery](#).



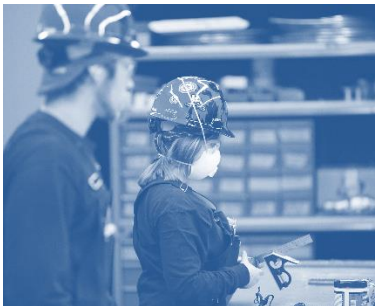
NATIONAL CONSTRUCTION LABOUR RELATIONS ALLIANCE (NCLRA) CONFERENCE IN LAS VEGAS



On September 27-29, we had a great time at the NCLRA Conference in Las Vegas, which took place after quite a bit of a break. We enjoyed fantastic networking opportunities with peers across the country, great presentations and speaker events as well as the reception and dinners.

We will keep you updated on the coming events, while in the meantime we would like to extend our thanks to all our sponsors, who supported this important national gathering, as well as the members who were able to join us there.

©BETTER SUPERVISION: REGISTRATION IS OPEN FOR SPRING 2023



Registration is open for new *@Better SuperVision* classes in Spring 2023.

If you would like to register your participants or learn more about the program, please contact Tiffany Chung at tiffanyc@clra-bc.com, Joleen Kaminski at joleenk@clra-bc.com or call the office at 604-524-4911 for more details.

SHIFTING CULTURE - "BE MORE THAN A BYSTANDER"

By Glen Williams, Director, Health & Safety, CLR



The goal of every workplace should be to create an inclusive environment, free of bullying, harassment, and violence. Unfortunately, women currently account for only 6% of all trades in the construction industry. Over the years, many women have reported leaving the industry due to workplace bullying, harassment, and violence, and others have been tentative to join the construction industry for the same reasons. Overall, our culture needs to shift to become inclusive to everyone, and it will take everyone's effort to facilitate culture change.

Recently, I participated in the *"Be More Than A Bystander"* (BMTAB) Train the Trainer program facilitated by the BC Center for Women in the Trades (BCCWITT), which has the power to facilitate culture change towards more inclusive, safer and

respectful workplaces in our construction industry. BMTAB training is a unique experience for participants. The facilitators begin by sharing personal stories, shocking industry statistics, and over the duration of the course, take participants on a personal journey that challenges their views on what bullying, violence and harassment is and explain how this behaviour has become part of our culture. As for the statistics, 52% of women have been sexually harassed in the workplace, 29% of women have been subject to non-consensual touching in the workplace, and a staggering 89% of women report taking steps to avoid unwanted sexual advances at work. Most women do not prepare for work as men do. Could you imagine double checking what you wear before going to work through fear of sexual advancement? Or being fearful of entering a lunchroom as you expect harassing comments from your coworkers? The BMTAB program creates a self-realization of how individuals allow inappropriate behavior to exist by remaining silent and provides tools to empower participants to move from being a bystander to a change agent.

Since 2018, BCCWITT has partnered with Ending Violence Association of BC (EVA BC), an organization that trains and supports approximately 300 anti-violence and cross-sector initiatives across the province that respond to sexual and domestic violence, child abuse, and criminal harassment, to customize the BMTAB program for the skilled trades industry. With the support of the Industry Training Authority of BC (ITA), the program has expanded and been delivered across the province. This was initiated as a result of 2017 Enhancing the Retention and Advancement of Women in the Trades report, which found the retention of women and other underrepresented groups is significantly impacted by an unaddressed toxic culture of gender-based bullying and harassment in the industry.

Overall, we all need to be change agents to shift our culture and create an inclusive environment and the BMTAB training can be a catalyst for that culture shift. Participants like myself who have completed the Train the Trainer program are equipped to deliver the 90-minute BMTAB program to other companies. If you are interested in the 90-minute Be More Than A Bystander training, CLR can facilitate when possible, or assist to arrange a trainer for your company. If you would like more information about the Be More Than A Bystander program, please contact Glen Williams, Director Health and Safety at glenw@clra-bc.ca.

LABOUR & ECONOMY

DECLINING LABOUR, INFLATION AND RISING INTEREST RATES LEADING TO SLOW GROWTH IN THE CONSTRUCTION INDUSTRY



Inflation and the shortage of workers continue to preoccupy construction businesses, according to a Statistics Canada [survey](#) measuring business conditions and expectations for the third quarter of 2022.

Data for the [Canadian Survey on Business Conditions](#) was collected from July 4 to August 8, 2022.

While one-third of businesses reported the recruitment of skilled workers as an obstacle to growth, 51% of respondents from the construction sector specifically said they do not have access to the labour they need.

In 2012, the B.C. construction labour force was approximately 195,000 while investment in construction was close to \$20B. In 2022 that investment was nearly doubled and yet the labour force, according to a recent BuildForce labour report, was not much higher at 197,400. BuildForce estimates that by 2027 we will be short ~5,600 workers in the province, taking into account retirements and new entrants into our market. With such construction activity going on, we are likely to face a labour challenge unseen before.

The rising costs of inputs were also cited as a challenge to growth, with 72% of respondents from the construction industry saying they expect inflation to put further pressure on contractors.

GDP marks slow growth for construction

The non-residential sector posted a contraction of one per cent during the second quarter. This decline coincides with the economic slowdown following aggressive interest rate hikes instituted by the Bank of Canada to control inflation.

Industries that require large sums of capital invested over long periods, including the financial, insurance, real estate, and construction sectors, are more sensitive to interest rate changes. It is not surprising that these industries saw the largest output declines during Q2 2022, and with the most recent hike on September 7, it's expected that construction may slow down even further.

Learn more: [Declining labour, inflation and rising interest rates leading to slow growth in the construction industry – Canadian Construction Association \(cca-acc.com\)](#)

[The Daily – Canadian Survey on Business Conditions, third quarter 2022 \(statcan.gc.ca\)](#)

<https://www.reminetwork.com/articles/construction-faces-uncertain-labour-market/>

CIRP CORNER

SUBSTANCE USE AND MENTAL HEALTH IN B.C. CONSTRUCTION INDUSTRY: ANONYMOUS WORKER SURVEY



Construction workers account for a disproportionate number of overdose deaths. Through the pandemic, the opioid crisis has further worsened. The Construction Industry Rehabilitation Plan (CIRP) is a union and employer-funded organization dedicated to providing treatment for substance use and related mental health issues.

As we communicated earlier, CIRP is in the process of assessing how to best meet the needs of B.C. construction workers and their families.

Additionally, CIRP continues to try and secure a government partnership to build and operate its own residential treatment center. To support the case for government funding, CIRP is undertaking a data-collection process in the form of cross-industry worker surveys that will highlight the extent of the impact of the opioid crisis on the construction sector. This, and other data, will be shared with the construction industry through a series of forums to be delivered on **November 14th** (Nanaimo) **November 16th** (Burnaby), and **November 21st** (Prince George). The lunch will be provided for the forum participants.

Both the forums and the surveys are open to ALL construction workers, unionized and non.

Please register for the CIRP industry forums using the following [link](#).

Link to the survey: [Worker's Survey](#). The survey takes no more than 2 to 3 minutes and **the responses are 100% anonymous**. The survey will continue to run ongoing until November 14th, when the first forum takes place.

We appreciate your time and cooperation!

BCIB CORNER

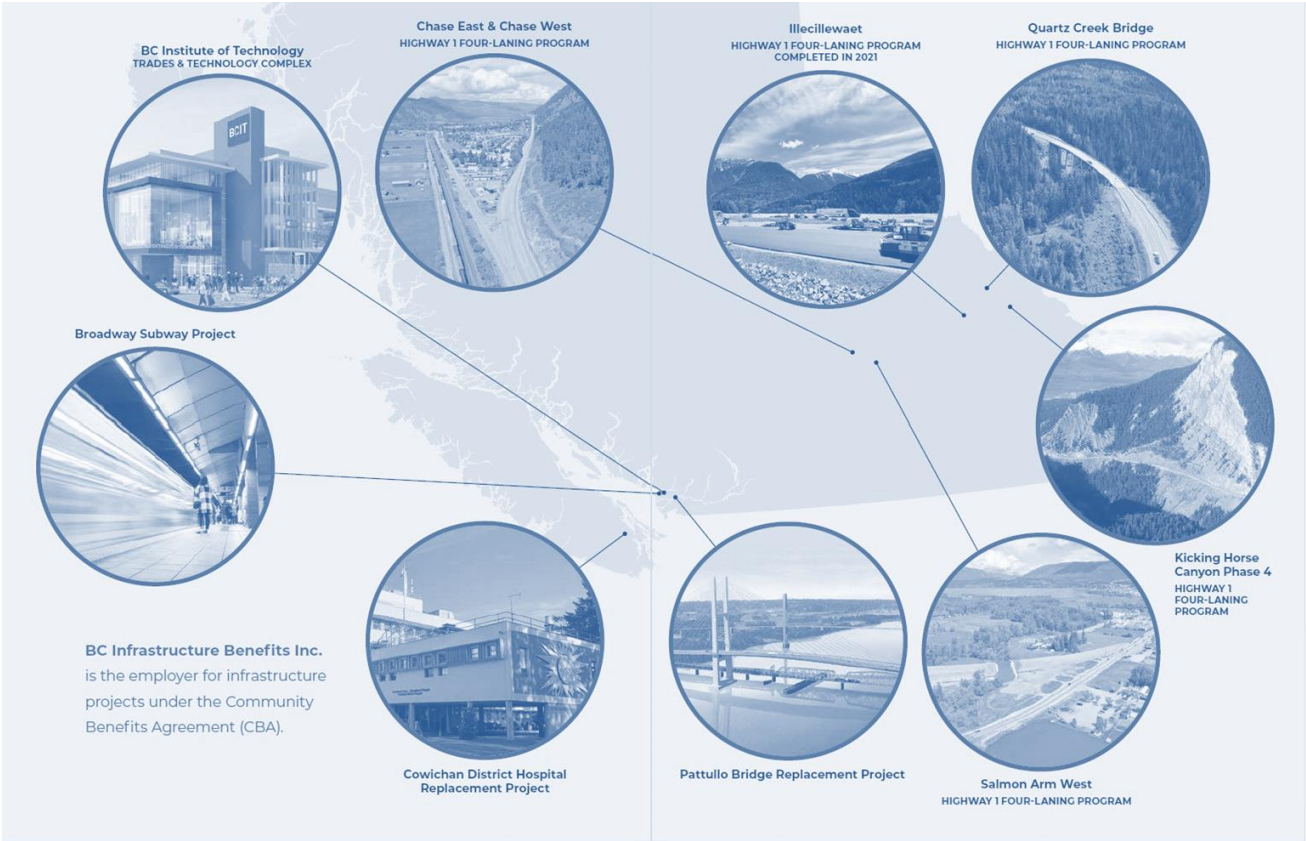
BC INFRASTRUCTURE BENEFITS: BUILDING A BETTER BC

British Columbia Infrastructure Benefits (BCIB) is the progressive construction employer on some of British Columbia's largest infrastructure projects.

BCIB works with contractors, unions, and project owners to recruit and retain a diverse skilled construction trades workforce. Through the Province's Community Benefit Agreement (CBA), BCIB hires underrepresented workers, including Indigenous peoples, women, 2SLGBTQ+ people, and locals. Safe, respectful and inclusive worksites are fostered through BCIB's [Respectful Onsite Initiative](#). All BCIB employees attend the training which includes Indigenous cultural competency training and JEDI (Justice. Equity. Diversity and Inclusion). BCIB also connects workers with training and apprenticeships to open doors to careers in the trades.

BCIB and its partners in industry and labour are building up a respectful and qualified workforce that will benefit BC's construction sector for years to come. If you have questions about the CBA or working with BCIB, email comms@bcib.ca and follow along on LinkedIn, Twitter, Facebook, Instagram and YouTube.

We will feature specific projects and initiatives in future additions of the Connector. In the meantime, here is the map of the main projects under BCIB umbrella:



VISIT CLR

