



Meeting Note

Advice to DM Shannon Baskerville

Date: January 8, 2019

Cliff #: 114802

Prepared for: Shannon Baskerville, DM Ministry of Advanced Education, Skills and Training (AEST)

Date, Time of Meeting and Location:

- Monday, January 14th from 3:45 pm to 4:15 pm
- AEST Deputy Minister's Office, s.15

Attendees:

- Shannon Baskerville, DM AEST
- Chris Atchison, President and CEO, BCCA
- Lisa Stevens, Chief Operating Officer, BCCA
- Bindi Sawchuck, ADM WIST

Issue(s):

- BC Construction Association (BCCA) presenting their Construction Workforce Equity Project (CWEP) and the accompanying promotional campaign.

Background:

- Less than 5% of working women in B.C. have chosen a career in the construction trades. In addition, women who are working in the construction trades are most highly concentrated in the lowest-paying occupations.
- On International Women's Day, March 8, 2018, Government announced an investment of \$1.8 million over two years to support two projects aimed at removing barriers to women's advancement and retention in the construction trades: \$794,000 was awarded to the BCCA for CWEP; and just over \$1 million was awarded to the BC Federation of Labour. Project funding is provided through the Ministry's Sector Labour Market Partnership program.
- The CWEP project, led by the BCCA, has formed a strong industry partnership, including the Industry Training Authority (ITA), employers, and others to guide and inform the direction of the project (see Appendix A).
- The CWEP project is comprised of three initiatives:
 - **Increased organizational capacity** delivered through a 'virtual HR team' provides direction to businesses on incorporating inclusive, harassment-free policies and de-escalation services for on-the-job-site situations.
 - **Corporate bias awareness training** delivered across companies (to workers, supervisors, and executives) to make construction work teams aware of their own biases and better able to perceive the biases of others.

- **Exemplary employer program**, including an 'Equity Score Card' and annual awards ceremony to increase attention that will be given to those businesses that are championing inclusive workforces.

Discussion:

- The primary message of the CWEP project is that equitable treatment of tradeswomen is essential for success in the construction industry.
- BCCA is branding the three initiatives under the CWEP program as 'The Builders Code.' See Appendix B.
- The intent of 'The Builders Code' is to change how the industry treats its workers.
- BCCA has developed a promotional campaign called 'Don't be a Tool' to support the launch of the 'The Builders' Code'.
 - The campaign helps to shift the conversation amongst construction tradespeople and employers from a focus on tradeswomen to an equitable workplace for all, to increase site safety, productivity, and employee retention.
 - The promotional campaign has three expected outcomes: 1) create awareness of The Builders Code and associated initiatives amongst construction sector workers and employers; 2) introduce language that gives workers a simple way to address unacceptable behaviour; and 3) bring the notion of equity and fairness front-of-mind without creating backlash.
- The 'Don't be a Tool' campaign is deliberately provocative so that it stands out and increases engagement and interest amongst the target audience. The campaign is modelled after Australia's Metro Trains successful 'Dumb Ways to Die' safety campaign.
- The campaign will be launched via social media and offers announcement opportunities.
- Ministry and GCPE staff have met with BCCA to discuss announcement opportunities, including the potential launch of 'The Builders Code' on International Women's Day.
- In addition to discussing the CWEP, the topic of Community Benefit Agreements (CBA) may be raised. BCCA is a signatory to the petition against CBAs.

Suggested Response / Key Message:

- Thank you for your leadership on improving workplace culture for women in the trades.
- The CWEP is an important initiative that directly aligns with B.C.'s focus on equity-seeking groups, specifically women, and increasing opportunities to participate in the workforce.
- We are happy to consider opportunities for collaboration on this project.

Attachments: Appendix A: *List of industry partners with the BCCA*
Appendix B: *Description of 'The Builders Code'*

Contact: Bindi Sawchuk, ADM, cell # s.17

Total length: 5 pages including appendices.

Appendix A: List of CWEP Industry Partners

BC Construction Association (lead)

WorkSafe BC

Industry Training Authority

LNG Canada

BC Construction Safety Alliance

Vancouver Island Construction Association Northern Regional Construction Association

Southern Interior Construction Association

Vancouver Regional Construction Association

Appendix B: BCCA Description of ‘The Builders Code’

The Brand Name

The project requires a brand that will unite all the elements, from policies to training to employer awards, providing a simple and effective business-oriented concept on which to attach calls to action and key messages.

The Builders Code sets a standard code of conduct for workers on construction sites in BC. It defines an “Acceptable Worksite” as the starting point for reducing risk and ensuring a safe and productive environment for all workers. The Builders Code is intended to help construction employers communicate a reasonable, consistent behaviour expectation to improve the safety, productivity and retention of skilled tradespeople, and reduce project risk.

The introduction of “The Builders Code” brand name immediately sets the idea of a baseline standard or “code of conduct” expectation for the construction industry. This approach gives meaning and relevance to all the elements of the CWEP project (training, policies, advisors, awards). Everyone who works in construction understands that a Code is important: in a project-based industry where work teams change from project-to-project, everyone needs to know what’s expected at all times. Compliance to a “Code” is the language that construction understands.

Currently, construction companies and tradespeople hold themselves to a high standard when it comes to the quality and safety of what they build. At a minimum, they follow a code that ensures all structures are built to be safe, resilient, and efficient. This shared understanding is essential in an industry defined by project-based work where many different teams come together to build.

But when it comes to the culture and attitude of a jobsite, to the overall health and well-being of the workforce, the industry is anything but up to today’s standards. There is no consistent code of conduct, no baseline acceptability standard for behaviour that ensures safe and productive worksites where everyone can perform to the full extent of their ability. Until such a standard is adopted, the industry will struggle to attract and retain the diverse workforce it needs for success.

Today, the way construction workers treat each other – women and other equity-seeking groups in particular -- on the jobsite can vary hugely from one crew to the next, from one job to the next, from one day to the next.

The Builders Code is a way to change that. It is a way to create a welcoming work site for tradeswomen and all equity-seeking groups.

Logo:



The logo will unify all the elements of The Builders Code, being applied to all materials across all communication channels. In some cases the icon will be applied without the wordmark:



The full colour logo is high-contrast, unique, and reflective of construction (blue) and safety (orange).

The icon has been created using strong geometric forms to reflect these key elements:

- People
- Construction
- Safety

Brand guidelines will discourage the use of acronyms to describe The Builders Code: there are many acronyms in the construction world already, and we (BCCA) seek to differentiate ourselves from other similar initiatives and industry organizations.



Information Note Advice to Deputy Minister

Date: February 11, 2019

Cliff #: 114902

Issue: Government proposes to establish a Health Fee for International Students

Background / Facts:

- Treasury Board has approved establishing a Health Fee (the Fee) for international students that will replace the current outgoing MSP fee obligations.
- The Fee is to be introduced September 1, 2019, and apply to international students (K-12 and post-secondary) only.

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- The Fee responds to concerns that the elimination of MSP premiums will result in fully subsidised health care for international students.
- The proposed implementation would see a new fee of \$37.50/month apply to international students in both K-12 and post-secondary institutions starting September 1, 2019, overlapping with the current MSP premium of \$37.50, increasing to \$75/month effective January 1, 2020, as MSP premiums for British Columbians are fully eliminated.

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B.C. Post-secondary Institutions and health insurance – international students

- International students living in B.C. longer than six months (on a valid study permit) are eligible for MSP and are required to enrol as “deemed residents”. (See Appendix, section A)
- International students apply for MSP once they arrive in B.C. There is a three-month waiting period for coverage to begin.
- Most public post-secondary institutions (PSIs) in B.C. require eligible international students to provide evidence of private medical insurance coverage during the initial three-month waiting period. Most public PSIs also have extended health care plans that are available/required.
- A scan of select B.C. private degree-granting institutions shows that most require international students to register for MSP and carry private insurance coverage for the MSP waiting period.
- Students must complete their own registration with MSP and submit payment to Revenue Services BC directly – neither institutions nor AEST provide this service on behalf of students.
- Once registered, the fee obligation rests with individual students, with various mechanisms available to them to make payments.
- There were approximately 60,000 international students on study permits in B.C. public PSIs in 2016/17, and up to 72,000 in private PSIs. (Sources: AEST, IRCC). (see Appendix, section B).

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Attachment(s): *Appendix – background information*

Contact: *ADM Kevin Brewster (250 356-2496); ADM Tony Loughran* s.17

Appendix – Background Information

A. How MSP premiums currently work – domestic and international students

- All people who are residents of B.C. must enrol with the Medical Services Plan (MSP).
 - The legislative authority for MSP is the *Medicare Protection Act* and the associated regulations which establish obligations to remit upon individuals, set the fees, and deem residency for classes of temporary residents.
- International students in B.C. longer than six months (with a valid study permit) are among those eligible for MSP, and are therefore required to enrol as “deemed residents” of B.C.
- International students apply for MSP once they arrive in B.C., and there is a three-month waiting period for coverage to start.
- Currently, international students are required to pay premiums (except individuals under 19, as per January 2017 MSP premium change). The monthly premium for individuals is \$37.50.
- Premiums are typically paid by students directly to Revenue Services of B.C., either on the pay-direct model or in rare cases under a group account with RSBC at their institution.
- The B.C. government has announced that monthly MSP premiums will be eliminated by January 1, 2020. The MSP program will remain mandatory and continue to provide provincially insured health care benefits for eligible B.C. residents.
- MSP premium assistance is not available to international students (only permanent residents and citizens).

B. International students – snapshot

- In 2017 there were an estimated 152,000 students in the K-12 (13%), public post-secondary (40%), and private post-secondary systems (47%). [Data for the 2017-18 school year is not yet available.]
- In the post-secondary system, there are broadly three groups of international students:
 - those attending public institutions, for one or more years.
 - those attending private institutions for one or more years.
 - those attending private institutions (typically training institutions) between 6 months to a year.
- International Students on study permits are eligible to work up to 20 hours per week and are subject to Canadian income tax and other withholdings on their earnings. Employment of an international student would be reflected in their employers’ Employer Health Tax payments.

C. Post-secondary system and Legislative Framework

- There are 25 public post-secondary institutions; 19 private degree granting institutions; and more than 300 institutions under the Private Training Institutions Act. There are also 15 theological institutions under private acts
- Legislative framework: 24 individual statutes
 - 4 Public Sector Acts: *University Act*; *Colleges and Institutes Act*; *Thompson Rivers University Act*; *Royal Roads Act*;
 - 2 Private Sector Acts: *Degree Authorization Act*; *Private Training Institutions Act*
 - 3 Acts establishing private universities (private statutes): *Sea to Sky University Act* (*Quest University*), *Trinity Western University*, *Pacific Coast University for Workplace Health Sciences*.
 - 15 Private Theological Acts (private statutes).



**Meeting Note: Meeting with PSEA's Board Chair
Advice to Deputy Minister**

Date: April 5, 2019

Date, Time of Meeting and Location:

Monday, April 8 2019, 9:00am -9:30am
Deputy Minister's office – s.15

Attendees/Board Members:

Michael Marchbank, Chair, PSEA Board
Shannon Baskerville, Deputy Minister, AEST
Tony Loughran, Executive Lead, AEST

Purpose of meeting:

- Michael Marchbank, the new Board Chair of Post-Secondary Employers' Association (PSEA) has requested a meeting with Deputy Minister and Executive Lead to meet and greet.
- The following topics may come up for discussion:
 - PSEA's Stabilization Strategy
 - PSEA Funding
 - Collective bargaining in PSEA sector
 - Other

Suggested Speaking Points / Key Messages:

- Thank you for meeting with us today.
- I appreciate your vision and the strong leadership you bring and I very much look forward to working with you.
- Ministry is constantly working to align our vision to ensure that everyone can access affordable, relevant and responsive education and training.
- You may have heard Minister Mark often speaking about an ecosystem and "Building People Up" and that is the Ministry's overarching goal we are striving to achieve.

Background on Possible Meeting Topics:

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- **PSEA Funding**

- To help support PSEA's ongoing deficits the ministry recently provided a onetime funding of \$570,000 for fiscal 2018/19.
- In addition, the ministry also approved PSEA's request to defer funds of \$290,000 into fiscal 2019/20 to cover arbitration and bargaining costs.
- Ministry is also supportive of increased funding for PSEA's capacity and resource building.

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Appendix 1 Biography – Michael Marchbank, Board Chair, PSEA

Contact: Pratibha Bhatnagar, s.17

Total length: 4 pages

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**Michael Marchbank
Biography**

- Michael Marchbank began his career with BC healthcare 25 years ago.
- He worked at the Royal Inland Hospital in Kamloops before moving on to Fraser Health and then Provincial Health Services Authority where he filled several key leadership roles, including Chief Operating Officer.
- He was President and CEO of the Health Employers Association of BC from 2011 to 2014.
- In 2014 he became the President and CEO of Fraser Health and retired from there.
- In November, 2018 he was appointed PSEA's Board Chair.

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