

Wilson, John MTIC:EX

From: McCann, Meghan MEM:EX
Sent: Friday, December 19, 2014 11:09 AM
To: 'Gary Ley'
Cc: Costa, Sarina MEM:EX
Subject: RE: Allied Hydro Council Meeting Request

Sounds good Gary, after I hear back from you in January I will confirm the meeting location. Thanks and Merry Christmas!

From: Gary Ley [<mailto:gary@glpa.ca>]
Sent: Friday, December 19, 2014 10:04 AM
To: McCann, Meghan MEM:EX
Subject: Re: Allied Hydro Council Meeting Request

It does — thanks. I'll confirm who will attend a week or two ahead.
Thanks Meghan.

On Dec 19, 2014, at 9:58 AM, McCann, Meghan MEM:EX <McCann.Meghan@gov.bc.ca> wrote:

Hi Gary,

Does Jan.28th work at 3:30pm in Vancouver?

From: Gary Ley [<mailto:gary@glpa.ca>]
Sent: Friday, December 19, 2014 9:47 AM
To: McCann, Meghan MEM:EX
Subject: Re: Allied Hydro Council Meeting Request

Thanks Meghan. Unfortunately the 19th does not work. Available days for us are 22, 23, 26-30.
Happy to meet in Victoria if that helps.

On Dec 19, 2014, at 9:41 AM, McCann, Meghan MEM:EX <McCann.Meghan@gov.bc.ca> wrote:

Good morning Gary,

In regards to this meeting does January.19th work? Minister's schedule is fairly open still that day, with time options between 11am and 3:30pm. Thanks and I'll await your reply.

Meghan McCann
Administrative Assistant to the Hon. Bill Bennett | Ministry of Energy and Mines
Room 301, Parliament Buildings | Victoria, BC | V8W 9E2 | 250-387-5896

From: Sandve, Chris MEM:EX
Sent: Thursday, November 20, 2014 3:00 PM

To: Gary Ley
Cc: Costa, Sarina MEM:EX
Subject: Re: Allied Hydro Council Meeting Request

Gary - sorry for delay - I am copying this to Sarina who can set this meeting up for 1st week of December in Vancouver if that works

Sent from my iPhone

On 2014-10-28, at 2:50 PM, "Gary Ley" <gary@glpa.ca> wrote:

Hi Chris. Attached is a letter to Minister Bennett dated last July from Tom Sigurdson of the Building Trades re. labour and Site C. (We have not had a reply to this letter.) As mentioned last week Tom and others have met with Jessica McDonald at BC Hydro, but we would also appreciate an opportunity to meet with Mr. Bennett directly as we believe that the well established labour arrangement between BCH and the Allied Hydro Council would see Site C built at less cost, with much less risk, and with a more skilled work force than the option BCH is pursuing. Can you let me know if it might be possible to meet, in Victoria or Vancouver, sometime in November? Many thanks in advance.

Gary Ley
gary@glpa.ca
604-569-1373
604-787-5467 (mobile)

Gary Ley
gary@glpa.ca
604-569-1373
604-787-5467 (mobile)

Gary Ley
gary@glpa.ca
604-569-1373
604-787-5467 (mobile)



209 - 88 Tenth Street
New Westminster, BC
V3M 6H8

T 778.397.2220
F 778.397.2250

bcbuildingtrades.org



July 18, 2014

Hon. Bill Bennett
Minister of Energy and Mines and
Minister Responsible for Core Review
PO Box 9069, STN PROV GOVT
Victoria, BC V8W 9E2

By email: MEM.Minister@gov.bc.ca

Dear Minister:

Re: Site C Clean Energy Project - Labour Model

We are writing to you about the labour model being considered for the development and construction of the Site C Clean Energy Project. The labour model currently considered by BC Hydro will increase project schedule and cost risk as well as complicate the working relationship between our unions and the Province as this pertains to the mobilization and deployment of qualified and skilled workers across all major projects in BC.

As you may be aware, BC Building Trades (BCBT) have had a relationship through the Allied Hydro Council (AHC) with BC Hydro since 1963. This relationship has been reviewed and adapted over the years to accommodate major hydroelectric power projects and to keep up with innovations in contracting and construction methods. Labour strategies agreed to in the AHC relationship structure with BC Hydro have been negotiated and have a solid track record of providing workforce stability. We strongly advocate for the continuing use of this model, not only because it respects the important role that organized labour plays in successfully building and maintaining major projects, but also the model supports other critical initiatives like apprenticeship and trades training.

At a meeting in April 2014 between BC Hydro and the BCBT and AHC, BC Hydro shared details of a labour model they are considering for the contract for the Site C Hydroelectric Project. The model, commonly referred to as a Project Labour Force Agreement or 'PLFA', differs from the time-tested and proven labour model used in BC for construction of hydro projects.

Under the PLFA model being considered by BC Hydro, there would be no single entity responsible for an overall site agreement to address issues of health, safety and other elements that contribute to workforce stability, including cultural sensitivities. We are aware of other projects where a similar model has been employed which have resulted in conflicts among subcontractors, including poaching of workers and labour disruptions.

With a Project Labour Agreement (PLA) model, which is what the BCBT and AHC are proposing for the Site C Project, the Project would have:

- Access to skilled and qualified trades workers, sourced from local BC unions as a priority, with additional workers sourced from Canada, then the US and internationally if required;
- Ability to manage recognized and certified apprenticeship programs for workers interested in learning from ticketed trades;
- Standardized wages and benefits plans to ensure workforce structure and stability, minimizing risk of staff turn-over;
- Existing relationships and structure to employ First Nations;
- Site stability through an overall managed agreement that addresses common site issues including drug and alcohol testing, approaches to address harassment complaints and management of grievances; and
- A mechanism by which all contractors, union and non-union, may bid the work with non-union contractors having the assurance that there is a moratorium on union organizing.

By building these elements into a PLA, the Site C Project would utilize a proven model that will assure cost and timeline certainty and ensure safe, certified, quality work is performed. Moreover, a PLA will help support the goals for training and apprenticeship that government and industry are working together to achieve in the context of BC's developing LNG sector. Site C will be drawing on a common pool of skilled labour and the Project should in no respect be seen in isolation. If at peak construction there was a workforce of 4,000 workers, 20% of the workers could be apprentices.

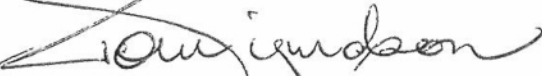
There are currently three BC Hydro projects that are using the preferred and proven PLA model including the Waneta Expansion Project and the Mica Project under the CHC model, as well as the John Hart Dam upgrade which has been modified as a PLA agreement with AHC.

We understand that this fall Ministers will review the recommendations resulting from the May 2014 Joint Review Panel and make a decision about the future development of Site C. The BCBT and AHC request an opportunity to meet you in advance of any final decision. Specifically, we would like to discuss the following:

- Reasoning by BC Hydro for abandoning the existing, proven labour model used by BC Hydro for almost 50 years and more recently on the Waneta, Mica and John Hart projects;
- Impact the proposed PLFA will have on the ability of BC Hydro to attract skilled labour and maintain a highly functional work site in a competitive environment for skilled workers; and
- Impact the proposed PLFA will have on labour relations generally and matters such as apprenticeships and trades training, workplace organizing and the ability to incorporate First Nations' employment into the Project.

We look forward to the opportunity to meet you to discuss this issue and specific mechanisms by which to bring about an optimal labour model that meets the needs of all participants in the Project.

Yours sincerely,



TOM SIGURDSON
Executive Director

TS/jl
cope 378

Copy: Hon. Shirley Bond, Minister of Jobs, Tourism & Skills Training
Hon. Amrik Virk, Minister of Advanced Education
Hon. Peter Fassbender, Minister of Education
Hon. John Rustad, Minister of Aboriginal Relations and Reconciliation
Jessica McDonald, President and CEO, BC Hydro
Chris Feller, President, Allied Hydro Council of BC
Mark Olsen, President, Bargaining Council of BC Building Trade Unions
Clyde Scollan, CEO, Construction Labour Relations Association