

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:13 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Upcoming CBA conference - can we connect?  
**Attachments:** CBA Building for the Future Conference POSTER FINAL.PDF; Building for the Future - Agenda.pdf

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 15, 2019 10:43 AM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>; Richards, Erin GCPE:EX <Erin.Richards@gov.bc.ca>  
**Subject:** Upcoming CBA conference - can we connect?

Hi Rosa & Erin— and happy new year!

Hey, hoping we can connect sometime this week on the upcoming CBA conference?

I have been told that you (or someone on your team) is writing the speaking notes for our Minister on CBA for the conference.

Is this correct? And hoping that I can see an outline, and the speech once it is ready?

Thanks in advance! (I have attached the poster & agenda above)

Also — I don't see phone numbers listed for either of you — can I call one of you on your cell? Thanks!

**Lianne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
Direct: 250-356-7707  
Cell: 250-889-1336



## AGENDA

# Building for the Future

8:00 am - 9:00 am	Registration and Continental Breakfast
9:00 am - 9:10 am	Welcome and First Nations Greeting <b>Tom Sigurdson</b> , Exec Dir. BC Building Trades <b>Kirsten Wilson</b> , President. Jack Cewe Ltd.
9:10 am - 9:20 am	Greetings from Government <b>Hon. Claire Trevena</b> , Minister of Transportation and Infrastructure
9:20 am - 10:00 am	Managing BC's Skilled Trades Shortage <b>Bob Collins</b> , Economist, BuildForce Canada
10:00 am - 10:30 am	Community Benefits Framework <b>Vicki Willow</b> , Project Executive Director, Ministry of Transportation and Infrastructure
10:30 am - 10:45 am	Break
10:45 am - 11:50 am	Community Benefits Agreements in Action <b>Mark Hovatter</b> , Chief Facilities Executive, LA Unified School District <b>Mark L. Johnson</b> , Nationally Recognized Labor Relations Professional <b>Anna Pavlik</b> , Labor Equity Program Manager, City of Seattle <b>Mark Wheeler</b> , PLA Deputy Director, Sound Transit
11:50 am - 12:00 pm	Remarks from Government <b>Hon. Harry Bains</b> , Minister of Labour
12:00 pm - 1:30 pm	Lunch - Provided on site
1:30 pm - 2:45 pm	Building on Past PLA Success From Coast to Coast <b>Wally Penner</b> , Regional Project Manager, SNC-Lavalin, Waneta Expansion Project <b>Arlene Dunn</b> , Deputy Director, CBTU, Hebron Project <b>Tony Fanelli</b> , CLRAO, Kitimat Modernization Project
2:45 pm - 3:00 pm	Break
3:00 pm - 4:15 pm	Breakout Sessions
4:15 pm - 4:30 pm	Closing <b>Allan Bruce</b> , Chair, BC Infrastructure Benefits board of directors
4:30 pm - 5:00 pm	Networking Reception



January 25, 2019  
8:00 am - 5:00 pm

Westin Bayshore Hotel  
1601 Bayshore Drive, Vancouver.

Registration Fee: \$150

# Building for the Future

## MAXIMIZING COMMUNITY BENEFITS AGREEMENTS

The BC government recently announced a Community Benefits framework for public projects.

**GET THE DETAILS...** hear from industry experts across North America who are building with CBAs and join the dialogue on maximizing community benefits in B.C.

### Featured Speakers

**Anna Pavlik**  
Labour Equity Program  
Manager, City of Seattle

**Mark Hovatter**  
Chief Facilities Executive,  
Los Angeles Unified School District

**Mark L. Johnson**  
US Labour Relations Professional,  
Negotiated \$60 billion in PLAs

**Arlene Dunn**  
Deputy Director, CBTU  
Hebron Project, Newfoundland



COMMUNITY  
BENEFITS  
COALITION OF BC

Online registration  
opens on Monday,  
October 29, 2018 at  
[www.letsbuildbc.ca](http://www.letsbuildbc.ca)

Community Benefits Coalition of BC  
207- 88 Tenth Street,  
New Westminster, BC V3M 6H8  
T: 778-397-2220  
E: [info@letsbuildbc.ca](mailto:info@letsbuildbc.ca)

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:12 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Upcoming CBA conference - can we connect?

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 15, 2019 2:56 PM  
**To:** Richards, Erin GCPE:EX <Erin.Richards@gov.bc.ca>; Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>; Dalzell, Danielle GCPE:EX <Danielle.Dalzell@gov.bc.ca>  
**Subject:** RE: Upcoming CBA conference - can we connect?

Great thanks! :s.22 – and now I have 2 meetings this afternoon.  
Can you tell me who is writing this speech & if you can include their phone number?  
I will give your group a ring tomorrow to connect & get an update – thanks very much!

---

**From:** Richards, Erin GCPE:EX  
**Sent:** Tuesday, January 15, 2019 10:49 AM  
**To:** Bowness, Lianne GCPE:EX; Kouri, Rosa GCPE:EX  
**Cc:** Dalzell, Danielle GCPE:EX  
**Subject:** RE: Upcoming CBA conference - can we connect?

Hi Lianne,

I'm looping in Danielle.

Thanks!

Erin Richards  
250-361-6901

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 15, 2019 10:43 AM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>; Richards, Erin GCPE:EX <Erin.Richards@gov.bc.ca>  
**Subject:** Upcoming CBA conference - can we connect?

Hi Rosa & Erin– and happy new year!  
Hey, hoping we can connect sometime this week on the upcoming CBA conference?  
I have been told that you (or someone on your team) is writing the speaking notes for our Minister on CBA for the conference.  
Is this correct? And hoping that I can see an outline, and the speech once it is ready?  
Thanks in advance! (I have attached the poster & agenda above)  
Also – I don't see phone numbers listed for either of you – can I call one of you on your cell? Thanks!

**Lianne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure



Direct: 250-356-7707  
Cell: 250-889-1336

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:11 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Conference

---

**From:** Crebo, David GCPE:EX  
**Sent:** January 16, 2019 12:30 PM  
**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Subject:** RE: CBA Conference

Agreed.

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 16, 2019 12:26 PM  
**To:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** RE: CBA Conference

Hi Dave – this is Sonia's file – s.22 I took a quick look.  
Yes this should go through both Murray Tekano and Vicki Willow for a check-over before it goes to MO.

My comments:

On the invite – they need to put Transportation and Infrastructure Minister Claire Trevena

On the NR – I agree make the language be present tense throughout “are gathering” “the panel includes” etc.

And my recommendation would be to put the NR out first thing in the AM so the media can write their stories for the day.

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**From:** Crebo, David GCPE:EX  
**Sent:** Wednesday, January 16, 2019 12:22 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Conference

Hi Lianne – This is Sonia's file, right? I can move this along to program area for a look before it goes to the MO. Should it go to Vicki? Murray? Both?

I would recommend removing the paragraph before the bulleted list, and make the lede present tense ('are gathering')

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**From:** Zaharia, Sarah GCPE:EX  
**Sent:** January 16, 2019 11:40 AM  
**To:** Robb, Katie GCPE:EX <Katie.Robb@gov.bc.ca>; Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** RE: CBA Conference

\*sigh

---

**From:** Zaharia, Sarah GCPE:EX  
**Sent:** Wednesday, January 16, 2019 11:38 AM  
**To:** Robb, Katie GCPE:EX; Crebo, David GCPE:EX  
**Subject:** CBA Conference

Hey Dave,

Here is the proposed MA and NR from the coalition for the conference on the 25<sup>th</sup> – can you take a look and let me know if the Minister wants to include a quote and if there are any issues with the material from program or MO side.

Cheers,

**Sarah Zaharia**  
Executive Director | Economy Ministries  
Government Communications and Public Engagement  
[sarah.zaharia@gov.bc.ca](mailto:sarah.zaharia@gov.bc.ca)  
778.584.1258

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:11 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Conference  
**Attachments:** Media Invitation to CBA conference.docx; Media Release for CBA conference.docx

---

**From:** Crebo, David GCPE:EX  
**Sent:** January 16, 2019 12:33 PM  
**To:** Willow, Vicki TRAN:EX <Vicki.Willow@gov.bc.ca>; Tekano, Murray TRAN:EX <Murray.Tekano@gov.bc.ca>  
**Cc:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Subject:** FW: CBA Conference

Hello Vicki and Murray – can you pls have a review of the draft MA and NR from the community Benefits Coalition, and provide feedback? The track-changed edits are from Lianne and myself.  
Once you have signed off I'll move this along to the MO.

Thanks,  
Dave

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**From:** Zaharia, Sarah GCPE:EX  
**Sent:** Wednesday, January 16, 2019 11:38 AM  
**To:** Robb, Katie GCPE:EX; Crebo, David GCPE:EX  
**Subject:** CBA Conference

Hey Dave,

Here is the proposed MA and NR from the coalition for the conference on the 25<sup>th</sup> – can you take a look and let me know if the Minister wants to include a quote and if there are any issues with the material from program or MO side.

Cheers,

**Sarah Zaharia**  
Executive Director | Economy Ministries  
Government Communications and Public Engagement  
[sarah.zaharia@gov.bc.ca](mailto:sarah.zaharia@gov.bc.ca)  
778.584.1258

January 22, 2019

## MEDIA INVITATION

BC Community Benefits Coalition hosts CBA conference

Members of the media are invited to attend the Building for the Future conference hosted by the Community Benefits Coalition of B.C. The aim of the conference is to help industry stakeholders learn more about B.C.'s new CBA framework, which has been announced for the Pattullo Bridge replacement and the expansion of Highway 1 between Kamloops and the Alberta border.

Speakers and panellists include:

- Transportation and Infrastructure Minister Claire Trevena
- Labour Minister Harry Bains
- Representatives from BC Infrastructure Benefits & the Allied Infrastructure Benefits and Related Construction Council
- Representatives from the Transportation Investment Corporation
- Industry experts from across Canada and the United States

**What:** Building for the Future CBA conference

**When:** Friday, Jan.25, 2019, 8 a.m. to 4:30 p.m. (registration at 8 a.m. with the conference at 9 a.m.)

**Where:** Westin Bayshore Hotel, 1601 Bayshore Dr., Vancouver

**Please RSVP by email to [corry@bcbuildingtrades.org](mailto:corry@bcbuildingtrades.org)**

### **About the Community Benefits Coalition of B.C.**

The Community Benefits Coalition of BC was started by members of the labour movement and local companies who believe that projects paid for by B.C. taxpayers can and should provide tangible long-lasting benefits that go beyond the mere project itself. Learn more at <http://letsbuildbc.ca/>

### **For further information:**

Tom Sigurdson,  
Executive Director,  
BC Building Trades  
T: 778-397-2220  
E: [tsigurdson@bcbuildingtrades.org](mailto:tsigurdson@bcbuildingtrades.org)  
W: [bcbuildingtrades.org](http://bcbuildingtrades.org)

January 25, 2019

## FOR IMMEDIATE RELEASE

### Stakeholders gather to learn more about B.C.'s new construction framework

**VANCOUVER, BC** – Construction industry stakeholders from coast to coast are gathered in Vancouver today to learn more about Community Benefits Agreements, B.C.'s innovative new approach to building public infrastructure.

Organized by the Community Benefits Coalition of B.C., the Building for the Future conference was-is being attended by contractors, project managers, workforce agreement experts, labour relations professionals, trades trainers, union leaders and construction workers with an interest in B.C.'s CBA framework.

#### CLAIRE TREVENA QUOTE HERE

The conference features panelists from Washington and California, where labour agreements have been standard for some 20 years. Panelists included Mark Hovatter, chief facilities executive for the Los Angeles Unified School District, and Mark Johnson, a nationally recognized labour relations specialist who has worked on both sides of the border.

Johnson sees CBAs as risk management and public policy tools.

"Under a CBA, it's far easier to monitor and standardize projects and avoid labour disruptions and disputes, as well as provide employment opportunities for disadvantaged individuals and give them hope."

Canadian panelists included Wally Penner, regional project manager of the Waneta Expansion Project with SNC-Lavalin, and Tony Fanelli, executive director of the Construction labour Relations Association of Ontario who worked on the Kitimat Modernization Project.

"In my experience, CBAs bring an unprecedented level of fairness and competitiveness to the bidding process," said Penner. "Wage rates and benefits are known and do not vary, so all contractors can easily calculate the labour costs of construction."

"And there are advantages to the community. At Waneta, local workers, apprentices and Indigenous workers were given opportunities they may not otherwise have had."

B.C.'s CBA framework was announced in July 2018. The first projects to be delivered under this model are the new Pattullo Bridge, and the four-laning projects on the Trans-Canada Highway between Kamloops and Alberta.

~~Members of the media are invited to attend the Building for the Future conference hosted by the Community Benefits Coalition of B.C. The aim of the conference is to help industry stakeholders learn more about B.C.'s new CBA framework, which has been announced for the Pattullo Bridge replacement and the expansion of Highway 1 between Kamloops and the Alberta border.~~

Highlights of the agreement include:

- A targeted approach to maximizing apprenticeship opportunities on major public-infrastructure projects.
- Focus on priority hiring and training of Indigenous peoples, and women.
- Co-ordinated access to existing training programs, while identifying and addressing skills gaps.
- Priority hiring for qualified individuals who live within close proximity of the projects.
- Hiring flexibility for contractors, who can request named hires.
- Wage alignment to prevailing industry rates to promote good wages for all employees.

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BC Building Trades

T: 778-397-2220

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**To:** Bowness, Lianne GCPE:EX  
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**From:** Tekano, Murray TRAN:EX  
**Sent:** January 16, 2019 3:09 PM  
**To:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Cc:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>; Willow, Vicki TRAN:EX <Vicki.Willow@gov.bc.ca>  
**Subject:** CBA Conference

Suggestions provided.

**W. Murray Tekano**  
Executive Lead  
British Columbia Ministry of Transportation and Infrastructure  
**Phone: (778) 699-2361**

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**Sarah Zaharia**

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Government Communications and Public Engagement

[sarah.zaharia@gov.bc.ca](mailto:sarah.zaharia@gov.bc.ca)

778.584.1258

Page 14 to/à Page 16

Withheld pursuant to/removed as

s.13

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**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Cc:** Richards, Erin GCPE:EX <Erin.Richards@gov.bc.ca>; Dalzell, Danielle GCPE:EX <Danielle.Dalzell@gov.bc.ca>  
**Subject:** Re: Upcoming CBA conference - can we connect?

Hi Lianne, I will be working on the speech for the conference. You can reach me at +17786761218. I'm in a meeting as of 4:30 today but will be available tomorrow morning.

Thanks,  
Rosa

Sent from my iPhone

On Jan 15, 2019, at 2:55 PM, Bowness, Lianne GCPE:EX <[Lianne.Bowness@gov.bc.ca](mailto:Lianne.Bowness@gov.bc.ca)> wrote:

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**Cc:** Dalzell, Danielle GCPE:EX  
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Erin Richards  
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**Sent:** January 15, 2019 10:43 AM  
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**Lisanne Bowness | Communications Manager**

Government Communications and Public Engagement  
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Direct: 250-356-7707  
Cell: 250-889-1336

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**Importance:** High

---

**From:** Crebo, David GCPE:EX  
**Sent:** January 17, 2019 3:38 PM  
**To:** Papadopoulos, James TRAN:EX <James.Papadopoulos@gov.bc.ca>; Beale, William TRAN:EX <William.Beale@gov.bc.ca>  
**Cc:** Robb, Katie GCPE:EX <Katie.Robb@gov.bc.ca>; Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Subject:** FW: CBA Conference  
**Importance:** High

As discussed earlier, James, attached is draft MA and NR from the Community Benefits Coalition. They have a placeholder spot for a MCT quote. My thoughts are that since this is not our conference nor our NR, I don't think a MCT quote is warranted. But of course that is your call. They would like to have our feedback by tomorrow. If there is a MCT quote, clearly they'll have to wait a bit.

You'll notice Murry has provided feedback that will go back to the CBC via Sarah, suggesting they reframe a few things. I've made suggested track change edits around NR format etc .

---

**From:** Tekano, Murray TRAN:EX  
**Sent:** January 16, 2019 3:09 PM  
**To:** Crebo, David GCPE:EX <[David.Crebo@gov.bc.ca](mailto:David.Crebo@gov.bc.ca)>  
**Cc:** Bowness, Lianne GCPE:EX <[Lianne.Bowness@gov.bc.ca](mailto:Lianne.Bowness@gov.bc.ca)>; Willow, Vicki TRAN:EX <[Vicki.Willow@gov.bc.ca](mailto:Vicki.Willow@gov.bc.ca)>  
**Subject:** CBA Conference

Suggestions provided.

**W. Murray Tekano**  
Executive Lead  
British Columbia Ministry of Transportation and Infrastructure  
**Phone: (778) 699-2361**

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Page 20 to/à Page 22

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:09 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Q&A  
**Attachments:** factsheet\_Community Benefits Agreement\_final.docx; IN Community Benefits Policy - General.docx

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 17, 2019 4:04 PM  
**To:** Johnson, Greg TIC:EX <gjohnson@ticorp.ca>  
**Subject:** RE: CBA Q&A

Ah yes – sorry for the delay – and I certainly do now.

Attached is our general IN on CBA (updated) – and also our most recent factsheet on the topic – which was just posted online today to the factsheet page.

Hope this is helpful...thanks!

---

**From:** Greg Johnson [<mailto:gjohnson@ticorp.ca>]  
**Sent:** Thursday, January 17, 2019 3:47 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** RE: CBA Q&A

Hi Lianne – We're preparing Q&A for Irene's session at the Building the Future CBA conference. Do you have any new material for us to work from?

Thanks,  
Greg

---

**From:** Bowness, Lianne GCPE:EX <[Lianne.Bowness@gov.bc.ca](mailto:Lianne.Bowness@gov.bc.ca)>  
**Sent:** January 15, 2019 10:31 AM  
**To:** Greg Johnson <[gjohnson@ticorp.ca](mailto:gjohnson@ticorp.ca)>  
**Subject:** RE: CBA Q&A

Hi Greg – sorry for the late reply. s.22

In terms of the CBA factsheet – I am actually updating our copy today – it has just a few (minimal) updates but I can certainly give you the updated copy once I have it.

In terms of the CBA conference- I don't really have any details on this, and our headquarters is taking on the writing of our Minister's speaking notes, so I am afraid I can't really be of any major help there.

I will take a look in Sonia's files to see if she has anything further/ more updated.

Please remind me tomorrow if I don't get back to you – thanks!

---

**From:** Greg Johnson [<mailto:gjohnson@ticorp.ca>]  
**Sent:** Monday, January 14, 2019 2:15 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Q&A

Hi Lianne- would you know if there's an updated Q&A doc on CBAs?

Thanks,  
Greg

---

**From:** Greg Johnson  
**Sent:** January 14, 2019 2:02 PM  
**To:** Lowe, Sonia GCPE:EX <[Sonia.Lowe@gov.bc.ca](mailto:Sonia.Lowe@gov.bc.ca)>  
**Cc:** Katie Robb ([Katie.Robb@gov.bc.ca](mailto:Katie.Robb@gov.bc.ca)) <[Katie.Robb@gov.bc.ca](mailto:Katie.Robb@gov.bc.ca)>  
**Subject:** CBA Q&A

Hi Sonia – have you got an updated Q&A doc on CBAs?

We're prepping for the Building for the Future conference and looking at this Q&A doc, here.  
<https://news.gov.bc.ca/factsheets/community-benefits-agreement>

Just wondering if there's anything newer.

Thanks,  
Greg



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## FACTSHEET

January x 2019

Ministry of Transportation and Infrastructure

### **Community Benefits Agreement**

The B.C. government is moving forward on the implementation of the new, landmark agreement for key public-sector infrastructure projects in B.C.

The Community Benefits Agreement (CBA) will deliver good-paying jobs, better training and apprenticeships, and more trades opportunities for Indigenous people, women and youth around the province.

The first projects to be delivered under the new community benefits framework are the new Pattullo Bridge, and projects within the Trans-Canada four-laning program under CBA. Other major capital infrastructure projects will be assessed on a case-by-case basis as to whether and how Community Benefits will apply.

Community Benefits will:

- Encourage opportunities for local participation
- Provide apprenticeship and skills training opportunities
- Increase opportunities for Indigenous peoples and traditionally underrepresented groups
- Provide predictable and aligned compensation
- Provide labour stability and certainty, without interruption
- Provide safe working conditions free of discrimination and harassment
- Allow any contractor to bid
- Maximize access to available skilled labour
- Realize opportunities to grow the skilled workforce

On January 2<sup>nd</sup>, 2019, the board of directors of B.C. Infrastructure Benefits Inc. (BCIB) was announced, the Crown corporation responsible for executing the Province's Community Benefits Agreement.

BCIB was established in July 2018, with its first priority being to support the delivery of the new Pattullo Bridge and projects within the Trans-Canada Four-Laning program under the CBA. BCIB will lead the recruitment, hiring and co-ordination of skilled labour for these projects, in addition to human resources, employee relations, identifying training needs and reporting and performance measurement.

**Contact:**

Media Relations  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
250-356-8241

## ADVICE TO MINISTER

### CONFIDENTIAL ISSUES NOTE

Ministry: Transportation and Infrastructure

Date: January 7, 2019

Minister Responsible: Claire Trevena

## Community Benefits Policy

### ADVICE AND RECOMMENDED RESPONSE:

- When we build a project like the Pattullo Bridge or four-lane sections of the Trans-Canada Highway we want the people of B.C. –and those who live near these projects - to be the first to benefit.
- Community Benefit Agreements provide good-paying jobs, better training and apprenticeships, and better opportunities for Indigenous people, women and youth so local people stand to gain the most from public infrastructure spending.
- Workers on these projects will have the assurance of knowing where their next paycheque is coming from.
- They will have secure, good paying jobs and more money in their pockets.
- It's well documented that we have a skills shortage in B.C. Employers can't find enough workers. 75% of companies surveyed last fall say there are not enough qualified trade workers like pipefitters, plumbers or electricians.
- With 60,000 job openings over the next ten years– government is poised to train the next generation through a Community Benefits approach.
- This agreement also protects against expensive overruns that we've seen in the past under the previous government's lowest-bid model, leaving taxpayers on the hook.
- We're not just investing in roads, bridges and other infrastructure, we're investing in good jobs and new opportunities for people - building up B.C. with the next generation of construction workers.

#### *How will this agreement benefit apprentices?*

- Apprenticeship ratios are an important part of the Community Benefits Agreement.
- We worked with industry, employers and others to determine an overall apprentice work-hour ratio of 25% over three years on government-funded construction projects valued at \$15 million or more.

- A ratio based on hours worked will provide more opportunities for people who want to work in the building trades, assist in developing our future workforce and maximize the value of government spending.

***Will non-affiliated workers be excluded from the workforce by the labour agreement?***

- No. The intent is to provide opportunities to as much of the workforce as possible, and make sure that everyone gets an opportunity to participate in the construction job market, regardless of union affiliation.
- After 30 days on the jobsite, non-union workers will be required to join the union but only for work on the applicable project.

***Won't the CBA cost more money?***

- Early estimates of a 4-7% cost increase to CBA projects are factored into project budgets and helps pay, in large part, to train new apprentices as we work toward a 25% work-hour ratio.
- Because of the higher number of apprentices, more full-time staff are needed onsite to reach full productivity.
- While this means an investment upfront, the long-term economic benefits of training the next generation of skilled workers far outweigh the costs.
- Additionally, with CBAs, wages are locked in for the duration of the project and no strikes or lockouts can take place. These predictable labour costs help ensure projects are completed on time and on budget.

**BACKGROUND REGARDING THE ISSUE:**

The Premier announced a new framework for key public-sector infrastructure projects in B.C. on Monday, July 16, 2018. The first projects to be delivered under the new community benefits framework are the new Pattullo Bridge, and the upgrade projects on the Trans-Canada Highway between Kamloops and Alberta.

The labour agreement has been designed to allow for the maximize number of contractors to bid on major infrastructure projects, optimize access to all available skilled and experienced labour regardless of union or affiliation, and maximize opportunities to develop and grow the skilled labour workforce in B.C.

Community Benefit Agreements, also known as project labour agreements, have been used to ensure communities receive benefits from infrastructure projects. This can be in the form of apprenticeship, training and employment opportunities for Indigenous, and traditionally under-represented groups such as youth and women, supporting local residents and businesses, and the creation of good-paying jobs.

The CBA will be included as part of the procurement only for select projects as a mandatory requirement open to any contractor to bid on the opportunity.

Communications Contact: Sonia Lowe – TRAN GCPE

Program Area Contact: Vicki Willow – Community Benefits Program - Project Executive Director

## ADVICE TO MINISTER

Minister's Office	Program Area	Deputy	Communications
	VW/MT		KR

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:09 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Q&A

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**From:** Greg Johnson <gjohnson@ticorp.ca>  
**Sent:** January 17, 2019 4:05 PM  
**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Subject:** RE: CBA Q&A

Much appreciated!

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**From:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Sent:** January 17, 2019 4:04 PM  
**To:** Greg Johnson <gjohnson@ticorp.ca>  
**Subject:** RE: CBA Q&A

Ah yes – sorry for the delay – and I certainly do now.  
Attached is our general IN on CBA (updated) – and also our most recent factsheet on the topic – which was just posted online today to the factsheet page.  
Hope this is helpful...thanks!

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**From:** Greg Johnson [<mailto:gjohnson@ticorp.ca>]  
**Sent:** Thursday, January 17, 2019 3:47 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** RE: CBA Q&A

Hi Lianne – We're preparing Q&A for Irene's session at the Building the Future CBA conference. Do you have any new material for us to work from?

Thanks,  
Greg

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**From:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Sent:** January 15, 2019 10:31 AM  
**To:** Greg Johnson <gjohnson@ticorp.ca>  
**Subject:** RE: CBA Q&A

Hi Greg – sorry for the late reply. s.22  
In terms of the CBA factsheet – I am actually updating our copy today – it has just a few (minimal) updates but I can certainly give you the updated copy once I have it.  
In terms of the CBA conference- I don't really have any details on this, and our headquarters is taking on the writing of our Minister's speaking notes, so I am afraid I can't really be of any major help there.  
I will take a look in Sonia's files to see if she has anything further/ more updated.

Please remind me tomorrow if I don't get back to you – thanks!

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**From:** Greg Johnson [mailto:gjohnson@ticorp.ca]  
**Sent:** Monday, January 14, 2019 2:15 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Q&A

Hi Lianne- would you know if there's an updated Q&A doc on CBAs?

Thanks,  
Greg

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**From:** Greg Johnson  
**Sent:** January 14, 2019 2:02 PM  
**To:** Lowe, Sonia GCPE:EX <Sonia.Lowe@gov.bc.ca>  
**Cc:** Katie Robb (Katie.Robb@gov.bc.ca) <Katie.Robb@gov.bc.ca>  
**Subject:** CBA Q&A

Hi Sonia – have you got an updated Q&A doc on CBAs?

We're prepping for the Building for the Future conference and looking at this Q&A doc, here.  
<https://news.gov.bc.ca/factsheets/community-benefits-agreement>

Just wondering if there's anything newer.

Thanks,  
Greg

## **D'Argis, Krista GCPE:EX**

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:08 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA conference - initial speech top & tail

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**From:** Kouri, Rosa GCPE:EX  
**Sent:** January 18, 2019 2:25 PM  
**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Cc:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** RE: CBA conference - initial speech top & tail

Yes that's fine.

Nice to meet you as well!

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 18, 2019 2:16 PM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>  
**Cc:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** CBA conference - initial speech top & tail

Hi Rosa – nice to meet you today!

I have Sukhi (who is one of our senior officers) working on your request (for the intro, conclusion, and background notes for the CBA speech) and she will draft something today.

I would like for Dave & I to review it on Monday morning – OK if we send to you on Monday?

Just let me know – thanks!

**Lianne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
Direct: 250-356-7707  
Cell: 250-889-1336



## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:08 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Agenda/ Itinerary - CBA conference?  
**Attachments:** Community Benefits Program booklet dft 6 spreads.pdf; November2018\_CBCBC info sheet.pdf; November2018\_FAQs.pdf; Building for the Future alpha - 1-15-19v2.pdf

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**From:** Willow, Vicki TRAN:EX  
**Sent:** January 21, 2019 2:35 PM  
**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Cc:** Tomana, Sukhi GCPE:EX <Sukhi.Tomana@gov.bc.ca>; Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>; Hayes, Brooke TRAN:EX <Brooke.Hayes@gov.bc.ca>  
**Subject:** RE: Agenda/ Itinerary - CBA conference?

Hi Lianne,

This is the latest that I have on the conference, but don't think it is the most recent. You may have to touch base with Sarah or Rosa directly to ensure you have the final versions, as know they were reworking Friday afternoon.

Cheers,  
Vicki

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Monday, January 21, 2019 10:27 AM  
**To:** Willow, Vicki TRAN:EX; Hayes, Brooke TRAN:EX  
**Cc:** Tomana, Sukhi GCPE:EX; Crebo, David GCPE:EX  
**Subject:** Agenda/ Itinerary - CBA conference?

Good morning Vicki & Brooke – as you know, Minister Trevena is speaking at the upcoming CBA conference on Jan 25.

A GCPE writer at our headquarters (Rosa) is going to be writing the bulk of the speaking notes for the Minister.

However, she has asked us in GCPE TRAN to come up with the framing of the speech today – essentially – the background notes, agenda, introduction, and conclusion, and she will write the rest of the speech from there. Sukhi has written a draft...but we are hoping that one of you can please send us the agenda/ itinerary so that we can drop this into the background of the notes. (If you don't have it – can you tell me where to go to find it?)

Thanks so much

**Lianne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
Direct: 250-356-7707  
Cell: 250-889-1336

# REGISTRATION LIST BY ATTENDEE (COPY)

-BUILDING FOR THE FUTURE - JANUARY 25TH



ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
195 Alexander, Alyssa		Registration Fee	Alyssa Alexander	1 Complimen tary	0.00	0.00
192 Anderson-Fennell, Corry		Registration Fee	Corry Anderson-Fennell	1 Complimen tary	0.00	0.00
191 Antolcic, Nancy		Registration Fee	Nancy Antolcic	1 Complimen tary	0.00	0.00
178 Collins, Bob		Registration Fee	Bob Collins	1 Complimen tary	0.00	0.00
179 Cook, Sheri		Registration Fee	Sheri Cook	1 Complimen tary	0.00	0.00
180 Dunn, Arlene		Registration Fee	Arlene Dunn	1 Complimen tary	0.00	0.00
181 Fanelli, Tony		Registration Fee	Tony Fanelli	1 Complimen tary	0.00	0.00
182 Freiboth, David		Registration Fee	David Freiboth	1 Complimen tary	0.00	0.00
183 Hovatter, Mark		Registration Fee	Mark Hovatter	1 Complimen tary	0.00	0.00
184 Johnson, Mark		Registration Fee	Mark Johnson	1 Complimen tary	0.00	0.00
193 Leary, Anne		Registration Fee	Anne Leary	1 Complimen tary	0.00	0.00
194 Losito, Julianne		Registration Fee	Julianne Losito	1 Complimen tary	0.00	0.00
185 Pavlik, Anna		Registration Fee	Anna Pavlik	1 Complimen tary	0.00	0.00
186 Penner, Wally		Registration Fee	Wally Penner	1 Complimen tary	0.00	0.00
187 Trevena, Honorable Claire		Registration Fee	Honorable Claire Trevena	1 Complimen tary	0.00	0.00
188 Wheeler, Mark		Registration Fee	Mark Wheeler	1 Complimen tary	0.00	0.00
189 Willow, Vicki		Registration Fee	Vicki Willow	1 Complimen tary	0.00	0.00
190 Wilson, Kirsten		Registration Fee	Kirsten Wilson	1 Complimen tary	0.00	0.00
177 Bains, Honorable Harry		Registration Fee	Honorable Harry Bains	1 Complimen tary	0.00	0.00
16 Brandon, Blair	Aecon Group Inc.	Registration Fee	Blair Brandon	1 Purchase	150.00	0.00
18 Clarke, Bill	Aecon Group Inc.	Registration Fee	Bill Clarke	1 Purchase	150.00	0.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
17 Steels, Greg	Aecon Group Inc.	Registration Fee	Greg Steels	1 Purchase	150.00	0.00
130 Peppard, Wayne	AIRCC	Registration Fee	Wayne Peppard	1 Complimen tary	0.00	0.00
166 Zdrilic, President Brian	AIRCC	Registration Fee	President Brian Zdrilic	1 Complimen tary	0.00	0.00
111 Van Enter, Rieghardt	Apak Systems Inc	Registration Fee	Rieghardt Van Enter	1 Purchase	150.00	0.00
138 Johnson, Jim	BA Blacktop	Registration Fee	Jim Johnson	1 Purchase	150.00	0.00
139 Vignone, Serafino	BA Blacktop	Registration Fee	Serafino Vignone	1 Purchase	150.00	0.00
137 Telfer, Rob	Ba Blacktop	Registration Fee	Rob Telfer	1 Purchase	150.00	0.00
140 Hirsig, Pascal	BA Blacktop Ltd	Registration Fee	Pascal Hirsig	1 Purchase	150.00	0.00
133 Barrett, Joe	BC Building Trades	Registration Fee	Joe Barrett	1 Complimen tary	0.00	0.00
135 O'Donnell, Merrill	BC Building Trades	Registration Fee	Merrill O'Donnell	1 Complimen tary	0.00	0.00
96 Langevin, Lisa	BC Centre for Women in the Trades	Registration Fee	Lisa Langevin	1 Complimen tary	0.00	0.00
124 Skidmore, Sussanne	BC Federation of Labour	Registration Fee	Sussanne Skidmore	1 Purchase	150.00	0.00
125 Bourke, Brynn	BC Federation Of Labour	Registration Fee	Brynn Bourke	1 Purchase	150.00	0.00
131 Hansen, Nina	BC Federation Of Labour	Registration Fee	Nina Hansen	1 Purchase	150.00	0.00
75 Davies, Jenelle	Bc Federation Of Students	Registration Fee	Jenelle Davies	1 Purchase	150.00	0.00
76 Patigdas, Phoebe Lo	Bc Federation Of Students	Registration Fee	Phoebe Lo Patigdas	1 Purchase	150.00	0.00
74 Duncan, Ashley	BC Insulators	Registration Fee	Ashley Duncan	1 Purchase	150.00	150.00
73 Munro, Neil	BC Insulators	Registration Fee	Neil Munro	1 Purchase	150.00	150.00
77 Derton, Mark	BC Regional Council of Carpenters	Registration Fee	Mark Derton	1 Purchase	150.00	0.00
80 Podgornik, Ken	BC Regional Council of Carpenters	Registration Fee	Ken Podgornik	1 Purchase	150.00	0.00
79 Stewart, Hamish	BC Regional Council Of Carpenters	Registration Fee	Hamish Stewart	1 Purchase	150.00	0.00
148 Parsons Bell, Lizette	BCIB	Registration Fee	Lizette Parsons Bell	1 Purchase	150.00	0.00
57 Campbell, Shawn	Bfi Constructors Ltd.	Registration Fee	Shawn Campbell	1 Purchase	150.00	150.00
108 Atchison, Chris	British Columbia Construction Association	Registration Fee	Chris Atchison	1 Purchase	150.00	0.00
110 Perks, Warren	British Columbia Construction Association	Registration Fee	Warren Perks	1 Purchase	150.00	150.00
109 Stevens, Lisa	British Columbia Construction Association	Registration Fee	Lisa Stevens	1 Purchase	150.00	0.00
93 Blakely, Robert	Canada's Building Trades Union	Registration Fee	Robert Blakely	1 Purchase	150.00	0.00
142 Lorimer, Christine	Carlson Construction Group	Registration Fee	Christine Lorimer	1 Purchase	150.00	0.00
143 Saunders, Wayne	Carlson Construction Group	Registration Fee	Wayne Saunders	1 Purchase	150.00	0.00
106 Mcevoy, Jaimie	City Of New Westminster	Registration Fee	Jaimie Mcevoy	1 Purchase	150.00	0.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
42 Annis, Linda	City Of Surrey	Registration Fee	Linda Annis	1 Purchase	150.00	150.00
102 Community Savings, TBA #1	Community Savings Credit Union	Registration Fee	TBA #1 Community Savings	1 Complimen tary	0.00	0.00
101 Kullar, Naz	Community Savings Credit Union	Registration Fee	Naz Kullar	1 Complimen tary	0.00	0.00
99 Legg, Phillip	Community Savings Credit Union	Registration Fee	Phillip Legg	1 Complimen tary	0.00	0.00
100 Schilling, Mike	Community Savings Credit Union	Registration Fee	Mike Schilling	1 Complimen tary	0.00	0.00
70 Fulton, Abigail	Construction Foundation Of Bc	Registration Fee	Abigail Fulton	1 Purchase	150.00	0.00
71 Perrault, Jordan	Construction Foundation of BC	Registration Fee	Jordan Perrault	1 Purchase	150.00	0.00
22 McBain, Jason	Construction Industry Rehabilitation Plan	Registration Fee	Jason McBain	1 Purchase	150.00	0.00
161 Cumiskey, Todd	Construction Industry Training Network	Registration Fee	Todd Cumiskey	1 Purchase	150.00	150.00
59 Rawlings, Blair	Construction, Maintenance and Allied Workers Canada	Registration Fee	Blair Rawlings	1 Purchase	150.00	0.00
58 Miller, Mark	Construction, Maintenance And Allied Workers Canada	Registration Fee	Mark Miller	1 Purchase	150.00	0.00
60 Zanotto, Eugenio	Construction, Maintenance And Allied Workers Canada	Registration Fee	Eugenio Zanotto	1 Purchase	150.00	0.00
175 Nunez, Diana	Consultant	Registration Fee	Diana Nunez	1 Purchase	150.00	150.00
36 Halverson, Troy	Done Right Painting & Sandblasting Ltd.	Registration Fee	Troy Halverson	1 Purchase	150.00	0.00 Paying by cheque.
126 Ladeira, Isabel	Dragados Canada, Inc.	Registration Fee	Isabel Ladeira	1 Purchase	150.00	150.00
127 Pardo, Manuel	Dragados Canada, Inc.	Registration Fee	Manuel Pardo	1 Purchase	150.00	0.00
149 Daniels, Simon	Eurovia	Registration Fee	Simon Daniels	1 Purchase	150.00	0.00
150 Gimine, Pascal	Eurovia	Registration Fee	Pascal Gimine	1 Purchase	150.00	0.00
145 Pepper, Trena	Flatiron Constructors Canada Limited	Registration Fee	Trena Pepper	1 Purchase	150.00	0.00
146 Van Der Wal, Joop	Flatiron Constructors Canada Limited	Registration Fee	Joop Van Der Wal	1 Purchase	150.00	0.00
53 Gastaldo, Luigi	Gastaldo Concrete Ltd	Registration Fee	Luigi Gastaldo	1 Purchase	150.00	150.00
84 Keen, Ray	IBEW Local 1003	Registration Fee	Ray Keen	1 Purchase	150.00	0.00 Paid by cheque.
165 Andersen, Leif	Ibew Local 213	Registration Fee	Leif Andersen	1 Purchase	150.00	0.00
160 Ashton, Scott	Ibew Local 213	Registration Fee	Scott Ashton	1 Purchase	150.00	0.00
164 Maarsman, William	Ibew Local 213	Registration Fee	William Maarsman	1 Purchase	150.00	0.00
40 Venoit , Phil	IBEW Local 230	Registration Fee	Phil Venoit	1 Purchase	150.00	0.00
81 Mcgregor , Cory	Ibew Local 230	Registration Fee	Cory Mcgregor	1 Purchase	150.00	0.00
41 Scott, Shane	IBEW Local 230	Registration Fee	Shane Scott	1 Purchase	150.00	0.00
136 McDougall, Marci	IBEW Local 993	Registration Fee	Marci McDougall	1 Purchase	150.00	150.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
115 Fisher, Lorne	Ibew Lu 993	Registration Fee	Lorne Fisher	1 Purchase	150.00	0.00
116 Witham-carroll, Jordan	Ibew Lu 993	Registration Fee	Jordan Witham-carroll	1 Purchase	150.00	0.00
114 Hilton, Glen	Ibew Lu 993	Registration Fee	Glen Hilton	1 Purchase	150.00	0.00
107 Handregan, Anita	Industry Training Authority	Registration Fee	Anita Handregan	1 Purchase	150.00	0.00
158 Newman, KC	Ironworkers Union Local 97	Registration Fee	KC Newman	1 Purchase	150.00	0.00
153 Carr, Frank	Iuoe Local 115	Registration Fee	Frank Carr	1 Purchase	150.00	150.00
151 Cochrane, Brian	Iuoe Local 115	Registration Fee	Brian Cochrane	1 Purchase	150.00	150.00
157 Kruk, Dan	Iuoe Local 115	Registration Fee	Dan Kruk	1 Purchase	150.00	150.00
152 Mills, Wayne	Iuoe Local 115	Registration Fee	Wayne Mills	1 Purchase	150.00	150.00
156 Ervin, Steve	IUOE Local 115	Registration Fee	Steve Ervin	1 Purchase	150.00	150.00
155 Mayo, Mike	IUOE Local 115	Registration Fee	Mike Mayo	1 Purchase	150.00	150.00
163 Pivnik, Evan	IUOE Local 115	Registration Fee	Evan Pivnik	1 Purchase	150.00	150.00
154 Towsley, Josh	IUOE Local 115	Registration Fee	Josh Towsley	1 Purchase	150.00	150.00
162 Weaver, Andrew	IUOE Local 115	Registration Fee	Andrew Weaver	1 Purchase	150.00	150.00
55 Gorham, Jeff	IUOE Local 115 Training Association	Registration Fee	Jeff Gorham	1 Purchase	150.00	0.00
113 Kucheran, Robert	Iupat	Registration Fee	Robert Kucheran	1 Purchase	150.00	0.00
34 Chapman, Justin	IUPAT District Council 38	Registration Fee	Justin Chapman	1 Purchase	150.00	0.00 Paying by cheque.
31 Jajic, Dan	IUPAT District Council 38	Registration Fee	Dan Jajic	1 Purchase	150.00	0.00 Paying by cheque.
32 Magnison, Marv	IUPAT District Council 38	Registration Fee	Marv Magnison	1 Purchase	150.00	0.00 Paying by cheque.
33 Weston, Kevin	IUPAT District Council 38	Registration Fee	Kevin Weston	1 Purchase	150.00	0.00 Paying by cheque.
159 Sinclair, Jim	J Sinclair Consulting	Registration Fee	Jim Sinclair	1 Purchase	150.00	150.00
92 Gauthier, Jodie	Koskie Glavin Gordon	Registration Fee	Jodie Gauthier	1 Purchase	150.00	0.00
68 Gordon, Charles	Koskie Glavin Gordon	Registration Fee	Charles Gordon	1 Purchase	150.00	0.00
69 Smith, Kirby	Koskie Glavin Gordon	Registration Fee	Kirby Smith	1 Purchase	150.00	0.00
112 Lara, Victoria	LMS	Registration Fee	Victoria Lara	1 Purchase	150.00	150.00
47 Sandhu, Sudhir	Manitoba Building Trades	Registration Fee	Sudhir Sandhu	1 Purchase	150.00	0.00
35 Mavius, Mike	Mavius Glass & Aluminum Ltd.	Registration Fee	Mike Mavius	1 Purchase	150.00	0.00 Paying by cheque.
176 Wagner, Rick	Maxwell Floors Ltd	Registration Fee	Rick Wagner	1 Purchase	150.00	150.00
132 Taylor, Dana	Mechanical Contractors Assoc. Of Bc	Registration Fee	Dana Taylor	1 Purchase	150.00	150.00
168 Jukic, Joe	Millwrights Local Union	Registration Fee	Joe Jukic	1 Complimen tary	0.00	0.00
167 Maras, Miro	Millwrights LU 2736	Registration Fee	Miro Maras	1 Complimen tary	0.00	0.00
134 Tekano, Murray	Ministry Of Transportation	Registration Fee	Murray Tekano	1 Purchase	150.00	0.00
171 Bishop, Carol	Ministry Of Transportation And Infrastructure	Registration Fee	Carol Bishop	1 Purchase	150.00	0.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
123 Collier, Kevin	Modern Niagara	Registration Fee	Kevin Collier	1 Purchase	150.00	150.00
121 Bain, Nancy	Moti	Registration Fee	Nancy Bain	1 Purchase	150.00	0.00
72 Mott, Daniel	Mott Electric Gp	Registration Fee	Daniel Mott	1 Purchase	150.00	150.00
94 Bastien, Brad	Moveup	Registration Fee	Brad Bastien	1 Purchase	150.00	0.00
67 Gulbransen, Noel	Moveup	Registration Fee	Noel Gulbransen	1 Purchase	150.00	0.00
170 Zdrilic, Brandon	MZ Services Ltd	Registration Fee	Brandon Zdrilic	1 Complimen tary	0.00	0.00
169 Malawiya, Director of Operations Iftikar	MZ Services Ltd.	Registration Fee	Director of Operations Iftikar Malawiya	1 Complimen tary	0.00	0.00
105 Bekar, Dale	Norland Limited	Registration Fee	Dale Bekar	1 Purchase	150.00	0.00
174 Hockin, Amber	Office Of The Premier	Registration Fee	Amber Hockin	1 Purchase	150.00	150.00
52 Bizzutto, Roy	Operative Plasterers' & Cement Masons' Union Local 919	Registration Fee	Roy Bizzutto	1 Purchase	150.00	150.00
51 Feller, Chris	Operative Plasterers' & Cement Masons' Union Local 919	Registration Fee	Chris Feller	1 Purchase	150.00	150.00
118 Williams, Rodney	Pacific Northwest Regional Council Of Carpenters (pnwrcc)	Registration Fee	Rodney Williams	1 Purchase	150.00	0.00
56 St. Jacques, Riley	Pbi Actuarial Consultants Ltd.	Registration Fee	Riley St. Jacques	1 Purchase	150.00	150.00
65 Halladay, Dan	Pile Drivers, Bridge, Dock And Wharf Builders Lu 2404	Registration Fee	Dan Halladay	1 Purchase	150.00	0.00
64 Hawk, Darrell	Pile Drivers, Bridge, Dock And Wharf Builders Lu2404	Registration Fee	Darrell Hawk	1 Purchase	150.00	0.00
66 Kashuba, Kurt	Pile Drivers, Divers, Bridge, Dock And Wharf Builders Lu 2404	Registration Fee	Kurt Kashuba	1 Purchase	150.00	0.00
37 Hill, David	Raicor Contracting Ltd.	Registration Fee	David Hill	1 Purchase	150.00	0.00 Paying by cheque.
119 Burch, Michael	Regional Council Of Carpenters	Registration Fee	Michael Burch	1 Purchase	150.00	0.00
38 Morrison, Grant	Ross Rex Industrial Painters Ltd.	Registration Fee	Grant Morrison	1 Purchase	150.00	0.00 Paying by cheque.
120 Paquin, Craig	Sasco Contractors Ltd	Registration Fee	Craig Paquin	1 Purchase	150.00	150.00
63 Bogardus, Lisa	Seattle Building Trades	Registration Fee	Lisa Bogardus	1 Purchase	150.00	0.00
95 Martell, Jud	Sheet Metal Industry Training Board	Registration Fee	Jud Martell	1 Complimen tary	0.00	0.00
46 Downie, Kyle	Skillplan	Registration Fee	Kyle Downie	1 Purchase	150.00	0.00
117 Allan, Elaine	Skills Canada Bc	Registration Fee	Elaine Allan	1 Purchase	150.00	0.00
122 Curtis, Mark	Smart	Registration Fee	Mark Curtis	1 Purchase	150.00	0.00
49 Mangelsdorf, Richard	SMART Union Local # 280	Registration Fee	Richard Mangelsdorf	1 Purchase	150.00	0.00
48 Paquette, Jim	Smart Union Local #280	Registration Fee	Jim Paquette	1 Purchase	150.00	0.00
61 Pedersen, Jason	SMWIA local 276	Registration Fee	Jason Pedersen	1 Purchase	150.00	0.00
147 Elwell, Chris	Sound Transit	Registration Fee	Chris Elwell	1 Complimen tary	0.00	0.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
91 Kitchen, Gary	Teamsters Canada	Registration Fee	Gary Kitchen	1 Purchase	150.00	0.00
85 Canta, Walter	Teamsters Local Union 213	Registration Fee	Walter Canta	1 Purchase	150.00	0.00
88 Moody, Rob	Teamsters Local Union 213	Registration Fee	Rob Moody	1 Purchase	150.00	0.00
89 Olver, George	Teamsters Local Union 213	Registration Fee	George Olver	1 Purchase	150.00	0.00
86 Santavenere, Tony	Teamsters Local Union 213	Registration Fee	Tony Santavenere	1 Purchase	150.00	0.00
87 Sekhon, Amneet	Teamsters Local Union 213	Registration Fee	Amneet Sekhon	1 Purchase	150.00	0.00
90 Sutherland, Sheila	Teamsters Local Union 213	Registration Fee	Sheila Sutherland	1 Purchase	150.00	0.00
172 Clark, Layne	The Stewart Group	Registration Fee	Layne Clark	1 Purchase	150.00	0.00
82 Thompson, Wayne	Thomis Electric	Registration Fee	Wayne Thompson	1 Purchase	150.00	0.00
144 Parsons, Corey	Trades NL	Registration Fee	Corey Parsons	1 Purchase	150.00	0.00
173 Bruce, Allan	Transportation and Investment Corporation	Registration Fee	Allan Bruce	1 Complimen tary	0.00	0.00
23 Fyfe, Martin	Transportation Investment Corporation	Registration Fee	Martin Fyfe	1 Purchase	150.00	0.00
28 Johnson, Greg	Transportation Investment Corporation	Registration Fee	Greg Johnson	1 Purchase	150.00	0.00
26 Kerr, Irene	Transportation Investment Corporation	Registration Fee	Irene Kerr	1 Complimen tary	0.00	0.00
25 Piscitelli, Mario	Transportation Investment Corporation	Registration Fee	Mario Piscitelli	1 Purchase	150.00	0.00
24 Plavsic, Sveto	Transportation Investment Corporation	Registration Fee	Sveto Plavsic	1 Purchase	150.00	0.00
27 Wharram, Greg	Transportation Investment Corporation	Registration Fee	Greg Wharram	1 Purchase	150.00	0.00
50 Harris, Bryan	UA Canada	Registration Fee	Bryan Harris	1 Purchase	150.00	0.00
104 Chapman, Jeff	Ua Local 170	Registration Fee	Jeff Chapman	1 Purchase	150.00	0.00
103 Phillips, Al	Ua Local 170	Registration Fee	Al Phillips	1 Purchase	150.00	0.00
43 Amesbury, Jason	UA Local 516	Registration Fee	Jason Amesbury	1 Purchase	150.00	0.00
45 Barbisan, Kevin	UA Local 516	Registration Fee	Kevin Barbisan	1 Purchase	150.00	0.00
44 Taylor, Lee	UA Local 516	Registration Fee	Lee Taylor	1 Purchase	150.00	0.00
30 Noon, Jim	United Associations	Registration Fee	Jim Noon	1 Purchase	150.00	0.00
97 Bostock, David	Vancity	Registration Fee	David Bostock	1 Complimen tary	0.00	0.00
98 Ottahal, Tiffany	Vancity	Registration Fee	Tiffany Ottahal	1 Complimen tary	0.00	0.00
62 Ulrich, Eric	Vancouver Island Sheet Metal Construction Association	Registration Fee	Eric Ulrich	1 Purchase	150.00	0.00
83 Livingston, Adrien	Western Joint Electrical Training Society	Registration Fee	Adrien Livingston	1 Purchase	150.00	0.00

ID Name	Organization	Registration Type	Preferred Name	Tickets Status	Amt Req	Amt O/S Comment
129 Fettback, Dave	Western Pacific Enterprises Ltd	Registration Fee	Dave Fettback	1 Purchase	150.00	150.00
128 Fettback, Ron	Western Pacific Enterprises Ltd	Registration Fee	Ron Fettback	1 Purchase	150.00	150.00
Total:				172	20,100.00	4,800.00



# BUILDING FOR THE FUTURE



January 25, 2019  
8:00 am – 5:30 pm  
Westin Bayshore Hotel  
1601 Bayshore Drive, Vancouver



COMMUNITY  
BENEFITS  
COALITION OF BC

DRAFT

**COMMUNITY BENEFITS AGREEMENTS (CBAs)** allow the provincial government to ensure British Columbians are getting the most out of public infrastructure projects – beyond the bridge, road, or dam on the construction blueprint. CBAs make sure that local people and communities get long-lasting benefits from public investments into major infrastructure projects, while maximizing the number of contractors that can bid on major infrastructure projects.

The BC government announced in July 2018 that CBAs would be implemented for the Pattullo Bridge replacement and the Highway 1 expansion between Kamloops and the Alberta border.

### KEY BENEFITS OF BC's CBA FRAMEWORK

#### Apprenticeships

- Increased apprenticeships in the skilled trades is essential to the development of British Columbia's workforce.
- Targets will be aligned with the Government Apprenticeship Policy to maximize work-based training and opportunities to grow the skilled workforce.

#### Training

- The development of construction skills for workers other than the Red Seal apprentices is essential to the development of British Columbia's workforce.
- Wherever possible, existing government training programs and services will be leveraged. Training needs will be assessed for each project, and a process will be established to co-ordinate the development of new training where gaps exist, in collaboration with training partners and building trades councils, as required.

#### Indigenous workers, women in trades, other underrepresented groups

- This agreement provides incremental and prioritized opportunities for the participation of Indigenous peoples and other traditionally under-represented groups on government infrastructure projects, in a safe environment that is free from discrimination and harassment.
- Government has an existing consultation and accommodation process to address impacted Indigenous groups on projects. This process will continue and not be affected by the implementation of a labour agreement.
- In addition, Indigenous peoples, women, and other traditionally underrepresented groups will now have priority access to employment and training opportunities.

#### Local people and businesses

- When local workers have greater access to work opportunities in their communities, local people can, in turn, build, invest and stay in their communities.

#### Wages

- Wages have been negotiated to align with industry wages, based on prevailing construction rates.
- This provides good-paying jobs to workers on these projects, and provides cost certainty to government.





Moderator: John Calvert, associate professor, Labour Studies, Simon Fraser University

## SCHEDULE

8:00 am – 9:00 am	Registration and Continental Breakfast
9:00 am – 9:15 am	Welcome and First Nations Greeting <b>Morgan Guerin</b> , Musqueam First Nation <b>Tom Sigurdson</b> , Executive Director, BC Building Trades <b>Kirsten Wilson</b> , President, Jack Cewe Ltd.
9:15 am – 9:25 am	Greetings from Government <b>Hon. Claire Trevena</b> , Minister of Transportation and Infrastructure
9:25 am – 10:00 am	Managing BC's Skilled Trades Shortage <b>Bob Collins</b> , Economist, BuildForce Canada
10:00 am – 10:30 am	Community Benefits Framework <b>Vicki Willow</b> , Project Executive Director, Ministry of Transportation and Infrastructure
10:45 am – 12:00 pm	Community Benefits Agreements in Action <b>Mark Hovatter</b> , Chief Facilities Executive, LA Unified School District <b>Mark L. Johnson</b> , Nationally Recognized Labour Relations Professional <b>Anna Pavlik</b> , Labor Equity Program Manager, City of Seattle <b>Mark Wheeler</b> , PLA Deputy Director, Sound Transit
12:00 pm	Lunch
12:30 pm – 12:40 pm	<b>Hon. Harry Bains</b> , Minister of Labour
12:45 pm – 1:15 pm	<b>Mark L. Johnson</b> , Nationally Recognized Labour Relations Professional
1:30 pm – 2:45 pm	Building on Past PLA Success From Coast to Coast <b>Wally Penner</b> , Project Manager, SNC-Lavalin, John Hart Dam <b>Arlene Dunn</b> , Deputy Director, CBTU, Hebron Project <b>Tony Fanelli</b> , CLRAO, Kitimat Modernization Project
2:45 pm – 3:00 pm	Break
3:00 pm – 4:15 pm	Breakout Sessions Session 1: <b>Irene Kerr</b> , CEO, Transportation Investment Corporation and; <b>Vicki Willow</b> , Project Executive Director, Ministry of Transportation and Infrastructure Session 2: <b>Sheri Cook</b> , Manager of the Construction Labor Group, Engineering, Port of Seattle and; <b>David Freiboth</b> , Senior Director of Labor Relations, Port of Seattle
4:15 pm – 4:30 pm	Closing <b>Allan Bruce</b> , Chair, BC Infrastructure Benefits
4:30 pm – 5:30 pm	Reception: H Tasting Lounge



## HON. HARRY BAINS

Harry Bains was re-elected as the MLA for Surrey-Newton in May 2017. He was first elected in May 2005, and re-elected in 2009 and 2013. He is the Minister of Labour.

Harry served as the Official Opposition spokesperson for Forests, Lands and Natural Resource Operations. Active in the Surrey community for many years, he served on the Kwantlen University College Board of Governors from 1993 to 1999, serving as vice-chair for three of those years, and has also volunteered with organizations such as Habitat for Humanity.

He was an elected officer of Steelworkers-IWA Canada Local 2171 for over 15 years and served most recently as vice-president of his local, where he led negotiations and engaged in bargaining for better working conditions for working people.



## ALLAN BRUCE

Allan Bruce has over 40 years experience in the construction industry, including an extensive background in trades training and occupational standards development. He is currently a director of Skills Canada BC, a former director of the BC Industry Training Authority, and director and vice-chair of the Asia Pacific Gateway Skills Table.

Bruce served as international representative for the International Union of Operating Engineers (Canadian Office). An active member of the Canadian apprenticeship community, Bruce has dedicated significant time to organizations that promote and facilitate apprenticeship training for the skilled trades.

Bruce is the past chair of the Canadian Apprenticeship Forum, a national multi-stakeholder organization dedicated to apprenticeship issues, and a former member of the national Operating Engineers Joint Apprenticeship and Training Council.



## BOB COLLINS

Bob Collins is a senior economist with BuildForce Canada, a national industry-led organization committed

to the development of a highly skilled workforce that will support the future needs of Canada's construction industry. Bob received his undergraduate degree in Economics from Memorial University of Newfoundland and his Masters from Dalhousie University, Nova Scotia. He has over 25 years' experience as a senior economic consultant and for the last 15 years has focused primarily on tracking construction investment trends and labour market analysis. Interpreting changing market conditions is particularly challenging as age demographics take hold with increasing numbers of workers expected to retire over the next decade while industry must sustain workforce capacity as public transportation, utilities and other infrastructure projects add to investment and employment opportunities in BC.



## SHERI COOK

Sheri Cook has worked for the Port of Seattle for 32 years. She is the manager of the Construction Labor Group in the Engineering department. Her group administers the Project Labor Agreement on projects greater than \$5 million.



## ARLENE DUNN

Arlene spent 25 years with the Labourers' International Union of North America in New

Brunswick. She served various positions including Recording Secretary, Secretary Treasurer of the Atlantic Region District Council, trustee of the Atlantic Labourers' Health and Welfare Trust and Labourers' Training Fund and Business Manager.

Looking to broaden and diversify her labour relations perspective, she moved to the province of Newfoundland and Labrador to assume the role of Executive Director of the Hebron Project Employers' Association, where she managed labour relations and oversaw the administration of the Project Labour Agreement for the Hebron oil platform build. Thereafter, she served as the Executive Director of the Newfoundland and Labrador Building and Construction Trades Council.

Arlene is currently the Deputy Director of Canada's Building Trades Unions. She is a graduate of the University of New Brunswick and recently completed Women in Leadership studies at Cornell University. Arlene currently serves on North America's Building Trades Unions Opioid Task Force, and is working with Health Canada on a national initiative to raise awareness, reduce stigma and educate the public about the opioid epidemic.





**TONY  
FANELLI**

One of North America's premier labour relations experts, Tony Fanelli has more than 30 years of experience including positions as: Vice President, Manager of Labour Relations, Bantrel Constructors; Director of Labour Services for SNC-Lavalin, Montreal; Operations Manager for BFI Constructors; and Vice President, Employee Relations & Safety for Comstock Canada. He has also led sensitive negotiations with First Nations for a variety of owners, paving the way for successful project agreements and delivery.

Tony's experience spans a broad range of sectors including nuclear, hydroelectric, fossil, solar and wind power generation, as well as infrastructure including roads and light rail, manufacturing, oil refineries, upgraders, LNG, pipelines, petro-chemical and steel mills.

Tony has established corporate labour relations programs and procedures for a wide range of projects, and has managed the human resources function at regional and corporate levels.

He has provided advice to executive management and owners on all matters relating to LR including collective bargaining, grievance resolution, safety policy and procedures, regulations and legislative matters and project governance.



**DAVID  
FREIBOTH**

After 35 years advocating for workers, David decided to enter public services and currently serves as the Senior Director of Labor Relations for the Port of Seattle. David leads the Port's Labor Relations Department which, in addition to managing 23 bargaining units covering more than 1,000 port employees, provides strategic guidance regarding relations with labour stakeholders to the Port Executive Director and elected Commissioners.

Prior to his tenure with the Port of Seattle, David served as Executive Secretary of the King County Labor Council, AFL-CIO for more than nine years. In this capacity, he was responsible for representing 125 affiliated local unions on behalf of their 85,000 members, serving as an advisory committee member to AFL-CIO President Richard Trumpka, managing local staff and serving as the primary spokesman for the Seattle/King County labor movement.

By trade David is an Able Seaman formerly employed, before entering full time labour leadership, as a deckhand aboard Washington State Ferries.



**MARK  
HOVATTER**

Mark Hovatter is the Chief Facilities Executive for the Los Angeles Unified School District (L.A. Unified) where he is responsible for managing the \$25.9 billion school construction and modernization program, of which over 800 Board-approved projects with a combined budget of \$5 billion are currently underway.

Mr. Hovatter has more than 30 years of experience in project and construction management, maintenance and operations, construction contracting and civil engineering. He served in the United States Navy in various construction-related posts for 23 years, being awarded the Meritorious Service Medal and two consecutive annual Commander in Chief's Installation Excellence Awards. He has served as Director of Facilities Contracts at L.A. Unified; Director of Maintenance and Operations for the El Camino College District; L.A. Unified Director of the Measure Q Bond Program and Facilities Director of Maintenance and Operations and later as Procurement Executive. Mr. Hovatter assumed his position as Chief Facilities Executive on July 1, 2012.



**MARK  
JOHNSON**

Based in Seattle, Mark L. Johnson is a nationally recognized Labour Relations Professional both in Canada and the U.S. with extensive experience and expertise in the field of public and private sector labour agreements.

He focuses on community benefits agreements, project labour agreements and community workforce agreements.

Johnson's previous projects have included community outreach, local hire, Veterans, HUD Section 3, EEO, SBE, MBE, WBE and Stakeholder Inclusion.

He has presented to the Obama Administration twice on the value of project labour agreements to federal agencies.

Over the last 25 years, he has been involved in more than 50 projects, with a total value in excess of US\$70 billion, in both the public and private sector environments and in both direct-hire and construction management roles. He has extensive experience both as an "owner representative" and administrator of both project labour agreements and community workforce agreements.





## ANNA PAVLIK

Anna Pavlik is the Labor Equity Program Manager in the City of Seattle's

Purchasing and Contracting Services division. She oversees the Priority Hire initiative to ensure the city invests in the community when they invest in major construction projects.

Anna started her career as a community organizer, has worked extensively in career counseling, and managed job training grants at the local Workforce Development Council before joining the City of Seattle in 2013.

Anna has a Masters Degree from the Evans School of Public Affairs at the University of Washington and is a Leadership Tomorrow alumni.



## WALLY PENNER

Mr. Penner started his construction career in the 1960s as a surveyor on the construction of

the Hugh Keenleyside Dam, followed by 20 years on Highway construction and forest Road construction. From 1985 to 1995 he took a break from construction and worked as an Regional Development Officer for the Ministry of Economic Development. In 1995 to 2007 Mr. Penner was lured back to construction when he joined Columbia Power Corporation as the Executive Director of Regional Affairs to work with a team on the successful construction of the 185 MW Arrow Lakes Generating Station, related 28 km transmission line and the 120 MW Brilliant Expansion Project as well as the environmental review of the Waneta Expansion Project.

After retiring from Columbia Power, he was recruited by SNC-Lavalin as Regional Project Manager for the construction of the 335 MW Waneta Expansion Project from 2010 to its completion in 2015.

The Arrow Lakes Generating Station, Brilliant and Waneta Expansion Projects were all design, evaluate, build and labour was provided under the Columbia Hydro Constructors and Allied Hydro Council agreement.



## HON. CLAIRE TREVENA

Claire was first elected MLA for North Island in 2005 and was re-elected in 2009, 2013,

and 2017. She is the Minister of Transportation and Infrastructure.

Claire served as the Official Opposition spokesperson for Transportation and Infrastructure, BC Ferries, and BC Transit. She is a former journalist, activist and international development worker.

In the early 1990s, Claire came to Canada as the BBC's Canada correspondent. Awarded the Canadian Civilian Peacekeeping Medal, she's worked on democratic development projects overseas and in Canada.

Claire was an active trade unionist in her professional life. Since moving to BC, she has been involved in a number of community and environmental initiatives. She was elected to the board of the Quadra Community Association and held a seat on the Regional District of Comox Strathcona Regional Area J Advisory Planning Committee.



## MARK WHEELER

Mark Wheeler is the Deputy Director of Labor Compliance at Sound Transit.

Mark oversees Sound Transit's Project Labor Agreement and ensures that it is administered efficiently, collaboratively and creates access to living wage jobs.

Mark started his career as an attorney before entering public service with the City of Seattle in 2007 as Contracting Manager. He joined Sound Transit in 2013.

Mark has an undergraduate degree from Harvard University, a Masters from the Foster School of Business at the University of Washington, and a Law Degree from Vanderbilt University.





**VICKI  
WILLOW**

Vicki Willow has worked in various roles with the BC provincial government over the past 26 years. Her career in the BC government started in the area of finance given her educational background, though over the years she has developed a particular passion for procurement and has been setting the pace in the Ministry of Transportation and Infrastructure for almost 14 years.

Of recent, Vicki was asked to help lead the government-wide initiative to develop and implement a Community Benefits Framework for BC. She saw this as an exciting opportunity to be part of a team to deliver on a major priority that would help shape the future of our province.

Prior to joining the BC government, Vicki worked in the private sector in the area of aquaculture and also taught part-time at Camosun College in Victoria, BC. While balancing her very busy work days, she finds time to stay physically active and has been a supportive mom of two talented boys who are now both attending universities in California and Kansas on athletic scholarships.



**KIRSTEN  
WILSON**

Kirsten Wilson is the president of Jack Cewe Ltd., one of British Columbia's largest privately owned civil construction and aggregate mining businesses. Jack Cewe Ltd. is a family owned company that has been in business for over 60 years, primarily operating in the Lower Mainland and the Sunshine Coast.

Kirsten has a bachelor's degree in business administration from Simon Fraser University and is a director of the BC Stone, Sand and Aggregate Association.



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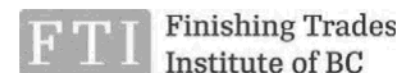
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Community Benefits Coalition of BC  
207– 88 Tenth Street,  
New Westminster, BC V3M 6H8  
T: 778-397-2220  
E: [info@letsbuildbc.ca](mailto:info@letsbuildbc.ca)

[letsbuildbc.ca](http://letsbuildbc.ca)



## What are Community Benefits?

In July 2018, the BC government announced it would use a Community Benefits Agreement on the Pattullo Bridge replacement and the four-lane expansion of the Trans-Canada Highway between Kamloops and Alberta.

This landmark agreement prioritizes the hiring of qualified people who live within a 100-kilometre radius of the projects and includes terms to increase the participation of women, Indigenous workers and apprentices.

Community Benefits Agreements (CBAs) secure work, skills training and fair wages.

### How do Community Benefits Agreements work?

CBAs are agreements between government and contractors or councils that set out wage and hiring provisions on public projects.

### Fairness, accountability & transparency

Union and non-union contractors bid on CBA projects.

### Opportunities to build it better

Qualified local workers are given the opportunity to help build and invest in their own community. Workers earn union wages and benefits, pay taxes, and reinvest where they live.

### Building a workforce for the future

B.C. is facing a major skilled trades shortage. CBAs that build in opportunities for hiring apprentices, women in trades and Indigenous workers will contribute to labour market stability and pave the way for a sustainable future.



**Learn more at [letsbuildbc.ca](https://letsbuildbc.ca)**







## About the Community Benefits Coalition of BC

The Community Benefits Coalition of BC was started by members of the labour movement and local companies who believe that projects paid for by B.C. taxpayers should provide tangible, long-lasting benefits to communities.



### Join Us!

#### Community Benefits Coalition of BC

#207 - 88 Tenth Street  
New Westminster, B.C.  
V3M 6H8

778-397-2220

info@letsbuildbc.ca

CommunityBenefitsforBC

BenefitsForBC





## Frequently Asked Questions

**What is a Community Benefits Agreement?**

There are many different types of CBAs. Generally, a CBA is an agreement that sets out hiring provisions on publicly funded infrastructure projects. Typically, there will be provisions for hiring qualified local workers first as well as underrepresented groups, including Indigenous Peoples, apprentices and women in trades. In B.C., the CBA framework announced by the provincial government includes all these things as well as provisions for union wages, and assurances that there will be no work stoppages (strikes, lockouts) for the duration of construction.

**Are CBAs a new concept?**

No. CBAs have been used throughout North America for 20 years. The City of Los Angeles has seen a number of successful CBAs.

**I heard CBAs shut out non-union contractors. Is that true?**

No. Non-union and union contractors both bid on the project. The only requirement is adhering to the provisions of the CBA, which may include provisions to pay union wages for the duration of the project.

**How can CBAs ensure projects are completed on time and on budget?**

CBAs ensure wage predictability and eliminate the

risk of work stoppages. In addition, investments in worker safety and training are proven to increase productivity. CBAs also enjoy increased transparency and accountability because these provisions are known.

**Why can't contractors hire whoever they want and pay whatever they want?**

Unless provisions are made for local hiring and union wages, unscrupulous contractors could hire workers from outside of B.C. and perhaps even outside of Canada, as we saw with construction of the Canada Line. In that case, workers were brought in from Latin America and paid \$3.89 per hour. Even at Site C, 20 per cent of workers are not from B.C. Preference for hiring should be given to qualified local workers first, at a salary that allows them to support their families and invest in their own community.

**Why should preference be given to Indigenous communities and women in trades? The qualified candidate should just get the job.**

Only qualified workers would be hired. However, among those qualified workers, provisions would be written into a CBA that assign practical ratios to hiring women in trades and Indigenous workers, both

**Learn more at [letsbuildbc.ca](https://letsbuildbc.ca)**



of whom are currently underrepresented in the trades. This will allow B.C. to meet its commitment to address the looming skilled trades shortage, while providing opportunities for groups who have traditionally not accessed these careers.

Why do we need hiring provisions for apprentices?

BC is facing a skilled trades shortage and will need to hire thousands of new apprentices in the next few years. CBAs that include worker apprenticeship ratios help meet that need, while leaving a legacy of workforce experience and employability.

Why does it matter if local workers are hired first?

Hiring locally means the investment in infrastructure stays in the community, which provides a community benefit to the local economy and revitalizes job creation. Local workers are proud to build their own community.

Why do workers have to join a Building Trades union?

Building Trades Union contracts ensure workers have fair and equal access to training and that workers doing the same job at the same level are paid the same. They also ensure there are no strikes and no lockouts for the duration of a project. In addition, any pension contributions are immediately vested. And because BTU collective agreements are publicly available, bids are more competitive.

Do CBAs cost more compared to non-CBA projects?

Every project is different. However, research indicates that CBAs are actually less expensive. They are subject to strict timelines and they prohibit work stoppages that might otherwise cause delays. In addition, when qualified local workers are given preference, tax revenue stays in the local community. Here is a snapshot of some high-profile infrastructure projects built without CBAs, which have never been used in B.C.

- The Vancouver Trade and Convention Centre, which was initially built under a public-private partnership (PPP) before it failed, went almost \$400 million over its original \$495 million budget.
- The Port Mann Bridge replacement cost \$2.974 billion, which was \$572 million more than the original estimate.
- The roof on BC Place Stadium was budgeted at \$100-\$150 million and came in at \$563 million.
- Site C was budgeted at \$8.335 billion and will cost in excess of \$10 billion.

I work hard for my money. Why would I support something that could cost more?

The B.C. government has stated that using a CBA could cost four to seven per cent more to allow for the increased employment of apprentices. However, even if they have a greater cost on the face, they abide community interests, such as opportunities for qualified local workers, Indigenous groups, women in trades and apprentices. In addition, hiring local workers means tax dollars stay in the community, and the community is richer through a legacy of education and experience.

## Join Us!

### Community Benefits Coalition of BC

#207 - 88 Tenth Street  
New Westminster, B.C.  
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## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:08 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Agenda/ Itinerary - CBA conference?

---

**From:** Willow, Vicki TRAN:EX  
**Sent:** January 21, 2019 2:46 PM  
**To:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Cc:** Tomana, Sukhi GCPE:EX <Sukhi.Tomana@gov.bc.ca>; Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>; Hayes, Brooke TRAN:EX <Brooke.Hayes@gov.bc.ca>  
**Subject:** RE: Agenda/ Itinerary - CBA conference?

Unfortunately I don't Lianne.. again, I think Sarah might be able to help with that as may have had input to developing the conference materials.

Cheers,  
Vicki

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** Monday, January 21, 2019 2:42 PM  
**To:** Willow, Vicki TRAN:EX  
**Cc:** Tomana, Sukhi GCPE:EX; Crebo, David GCPE:EX; Hayes, Brooke TRAN:EX  
**Subject:** RE: Agenda/ Itinerary - CBA conference?

Thanks Vicki! This is all we need for the background of the notes.

On a different Q – do you have access to the pictures that are featured in these booklets? The jpegs? Are we allowed to use the pics for our communications purposes?

I am thinking – for instance – to post with the newly updated factsheet online.

If you do have the pics, can you send me the jpegs, and let me know if we are allowed to use. Thanks!

---

**From:** Willow, Vicki TRAN:EX  
**Sent:** Monday, January 21, 2019 2:35 PM  
**To:** Bowness, Lianne GCPE:EX  
**Cc:** Tomana, Sukhi GCPE:EX; Crebo, David GCPE:EX; Hayes, Brooke TRAN:EX  
**Subject:** RE: Agenda/ Itinerary - CBA conference?

Hi Lianne,

This is the latest that I have on the conference, but don't think it is the most recent. You may have to touch base with Sarah or Rosa directly to ensure you have the final versions, as know they were reworking Friday afternoon.

Cheers,  
Vicki

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** Monday, January 21, 2019 10:27 AM

**To:** Willow, Vicki TRAN:EX; Hayes, Brooke TRAN:EX  
**Cc:** Tomana, Sukhi GCPE:EX; Crebo, David GCPE:EX  
**Subject:** Agenda/ Itinerary - CBA conference?

Good morning Vicki & Brooke – as you know, Minister Trevena is speaking at the upcoming CBA conference on Jan 25.

A GCPE writer at our headquarters (Rosa) is going to be writing the bulk of the speaking notes for the Minister.

However, she has asked us in GCPE TRAN to come up with the framing of the speech today – essentially – the background notes, agenda, introduction, and conclusion, and she will write the rest of the speech from there. Sukhi has written a draft...but we are hoping that one of you can please send us the agenda/ itinerary so that we can drop this into the background of the notes. (If you don't have it – can you tell me where to go to find it?)

Thanks so much

**Lisanne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
Direct: 250-356-7707  
Cell: 250-889-1336

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:07 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA conference - initial speech top & tail

---

**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 21, 2019 3:55 PM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>  
**Cc:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** RE: CBA conference - initial speech top & tail

We have it – I can send it your way in a few minutes

---

**From:** Kouri, Rosa GCPE:EX  
**Sent:** Monday, January 21, 2019 3:12 PM  
**To:** Bowness, Lianne GCPE:EX  
**Cc:** Crebo, David GCPE:EX  
**Subject:** RE: CBA conference - initial speech top & tail

Hi Lianne – any updates on this draft for today?

Thanks,  
Rosa

---

**From:** Kouri, Rosa GCPE:EX  
**Sent:** January 18, 2019 2:25 PM  
**To:** Bowness, Lianne GCPE:EX <[Lianne.Bowness@gov.bc.ca](mailto:Lianne.Bowness@gov.bc.ca)>  
**Cc:** Crebo, David GCPE:EX <[David.Crebo@gov.bc.ca](mailto:David.Crebo@gov.bc.ca)>  
**Subject:** RE: CBA conference - initial speech top & tail

Yes that's fine.

Nice to meet you as well!

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 18, 2019 2:16 PM  
**To:** Kouri, Rosa GCPE:EX <[Rosa.Kouri@gov.bc.ca](mailto:Rosa.Kouri@gov.bc.ca)>  
**Cc:** Crebo, David GCPE:EX <[David.Crebo@gov.bc.ca](mailto:David.Crebo@gov.bc.ca)>  
**Subject:** CBA conference - initial speech top & tail

Hi Rosa – nice to meet you today!

I have Sukhi (who is one of our senior officers) working on your request (for the intro, conclusion, and background notes for the CBA speech) and she will draft something today.

I would like for Dave & I to review it on Monday morning – OK if we send to you on Monday?  
Just let me know – thanks!

**Lisanne Bowness | Communications Manager**

Government Communications and Public Engagement

Ministry of Transportation and Infrastructure

Direct: 250-356-7707

Cell: 250-889-1336

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:07 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: For HQ - SN\_CBA Conference\_JAN19  
**Attachments:** SN\_CBA Conference\_JAN19.docx

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 21, 2019 4:15 PM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>  
**Cc:** Tomana, Sukhi GCPE:EX <Sukhi.Tomana@gov.bc.ca>; Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** For HQ - SN\_CBA Conference\_JAN19

Hi Rosa – In our office, Sukhi has written the top & tail of this speech, and included background notes for you, including the itinerary.

Over to you for building this out & for getting through approvals.

Please share the speech with us once it is finalized.

Many thanks - Lianne



Page 57 to/à Page 64

Withheld pursuant to/removed as

s.13

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:06 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Conference Presentation

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 22, 2019 4:41 PM  
**To:** Willow, Vicki TRAN:EX <Vicki.Willow@gov.bc.ca>  
**Cc:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** RE: Conference Presentation

No problem & have a good evening

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**From:** Willow, Vicki TRAN:EX  
**Sent:** Tuesday, January 22, 2019 4:37 PM  
**To:** Bowness, Lianne GCPE:EX  
**Cc:** Crebo, David GCPE:EX  
**Subject:** Re: Conference Presentation

Sounds good. Thank you!

**Vicki Willow**  
Project Executive Director  
Ministry of Transportation and Infrastructure  
250-360-7436

On Jan 22, 2019, at 4:35 PM, Bowness, Lianne GCPE:EX <[Lianne.Bowness@gov.bc.ca](mailto:Lianne.Bowness@gov.bc.ca)> wrote:

Hi Vicki - Good timing – Rosa has created draft speaking notes & they are going through approvals. OK if I send you a clean copy in the AM?  
Feel free to remind me if you don't hear back, but I will plug into my calendar so I don't forget.

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**From:** Willow, Vicki TRAN:EX  
**Sent:** Tuesday, January 22, 2019 4:34 PM  
**To:** Crebo, David GCPE:EX  
**Cc:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Conference Presentation

Do we have draft speaking notes for MCT yet Dave?? I just want to ensure we have coordinated messaging as we speak on CBA/CBF elements throughout the day on Friday.

Cheers,  
Vicki

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**From:** Kouri, Rosa GCPE:EX  
**Sent:** Tuesday, January 22, 2019 2:43 PM

**To:** Willow, Vicki TRAN:EX; Zaharia, Sarah GCPE:EX  
**Cc:** Crebo, David GCPE:EX; Tekano, Murray TRAN:EX  
**Subject:** RE: Conference Presentation

Hi Vicki – it would be great if I could see it, I suspect for Sarah too. I can't comment on the second question!

Thanks,  
Rosa

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**From:** Willow, Vicki TRAN:EX  
**Sent:** January 22, 2019 12:32 PM  
**To:** Zaharia, Sarah GCPE:EX <[Sarah.Zaharia@gov.bc.ca](mailto:Sarah.Zaharia@gov.bc.ca)>; Kouri, Rosa GCPE:EX <[Rosa.Kouri@gov.bc.ca](mailto:Rosa.Kouri@gov.bc.ca)>  
**Cc:** Crebo, David GCPE:EX <[David.Crebo@gov.bc.ca](mailto:David.Crebo@gov.bc.ca)>; Tekano, Murray TRAN:EX <[Murray.Tekano@gov.bc.ca](mailto:Murray.Tekano@gov.bc.ca)>  
**Subject:** Conference Presentation

Morning Sarah and Rosa,

Just a few questions...

Do you need to see the draft presentation that I am putting together for Friday???

Second question, do we just bring the final on a USB Friday?

Thanks a bunch!

***Vicki Willow***  
*Project Executive Director*  
*Ministry of Transportation and Infrastructure*  
*Work Phone: 250-387-7605      Cell: 250-360-7436*  
*[Vicki.Willow@gov.bc.ca](mailto:Vicki.Willow@gov.bc.ca)*

## **D'Argis, Krista GCPE:EX**

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:06 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: CBA Minister speech?

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** January 23, 2019 9:37 AM  
**To:** Kouri, Rosa GCPE:EX <Rosa.Kouri@gov.bc.ca>  
**Cc:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Subject:** CBA Minister speech?

Hi Rosa – just wondering if you have the final (or near final) speech to share with us? Vicki Willow was interested in taking a look at it.

(I sent you some minor updates to the background section yesterday – with Vicki and Murray's cell numbers and also added in the length for the speech)

Thanks!

**Lianne Bowness | Communications Manager**  
Government Communications and Public Engagement  
Ministry of Transportation and Infrastructure  
Direct: 250-356-7707  
Cell: 250-889-1336

## D'Argis, Krista GCPE:EX

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**From:** Bowness, Lianne GCPE:EX  
**Sent:** Tuesday, March 5, 2019 4:05 PM  
**To:** Bowness, Lianne GCPE:EX  
**Subject:** FW: Conference closing remarks, Q&A  
**Attachments:** Closing Remarks - Allan Bruce BCIB - Draft V03.docx; BCIB CBA Point Counterpoint - 20190123 - v02.docx

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**From:** Greg Johnson <gjohnson@ticorp.ca>  
**Sent:** January 23, 2019 11:33 AM  
**To:** Crebo, David GCPE:EX <David.Crebo@gov.bc.ca>  
**Cc:** Bowness, Lianne GCPE:EX <Lianne.Bowness@gov.bc.ca>  
**Subject:** Conference closing remarks, Q&A

Hi Dave – FYI, here are BCIB Board Chair Allan Bruce’s closing remarks for the CBA conference. They give a sense of the tone we’re planning to use when talking about BCIB and the CBA.

Also, CEO Irene Kerr is doing a Q&A in the breakout session. We’re using this Criticism / Response table to prep. Most of the answers are pulled from GCPE material, except in a few places our CEO and Board Chair have provided more specifics.

See you at the conference Friday.  
Greg

Greg Johnson  
Cell: 778-875-1692

## CBA Point / Counterpoint

Last updated: 2019/01/23

CRITICISM	RESPONSE	COMMENTATOR / AUTHOR
The CBA is a backroom deal between the NDP and their union friends	<ul style="list-style-type: none"> <li>The CBA is an investment in good jobs and new opportunities for people who live in BC.</li> <li>With the CBA, government is working to make sure that local communities share in the benefits of building major infrastructure projects.</li> <li>British Columbians deserve the opportunity to work on projects in their communities, and that's what this agreement is about.</li> </ul>	Paul de Jong (PCA) Tom Fletcher (Victoria News) Dermot Travis (Integrity BC) Op-ed Vaughn Palmer (Vancouver Sun) Ken Baerg (CWU) CBC Mike Smyth (Province) Simon Little (Global) Rob Shaw (Vancouver Sun) ICBA
The CBA will drive-up project costs and cause delays	<ul style="list-style-type: none"> <li>Early estimates of a 4-7% cost increase to CBA projects are factored into project budgets and helps pay, in large part, to train new apprentices as we work toward a 25% work-hour ratio.</li> <li>Because of the higher number of apprentices, more full-time staff are needed onsite to reach full productivity.</li> <li>While this means an investment upfront, the long-term economic benefits of training the next generation of skilled workers far outweigh the costs.</li> <li>Additionally, with CBAs, wages are locked in for the duration of the project and no strikes or lockouts can take place. These predictable labour costs help ensure projects are completed on time and on budget.</li> </ul>	Paul de Jong (PCA) Tom Fletcher (Victoria News) Les Leyne (Times Colonist) Jesse Snyder (Postmedia) Warren Frey (Journal of Commerce) Dermot Travis (Integrity BC) Vaughn Palmer Jackie Taggart, MLA Rob Shaw (Vancouver Sun) ICBA
No clear targets to indicate success have been established	<ul style="list-style-type: none"> <li>BCIB has specific goals around providing opportunities for apprentices and providing contractors with the right people at the right place at the right time.</li> <li>BCIB's Board of Directors will help inform its strategy, targets and help set measurement tools.</li> <li>In its first year, BCIB will be developing measures to track its progress.</li> </ul>	Paul de Jong (PCA) Op-ed Jesse Snyder (Postmedia)

The CBA shuts out 85% of construction workers from public infrastructure projects	<ul style="list-style-type: none"> <li>Nothing prevents a qualified and willing worker from working under the CBA.</li> </ul>	Paul de Jong (PCA) Tom Fletcher (Victoria News) Chris Gardner (ICBA) Toronto Star CBC Simon Little (Global) Op-ed
The CBA forces workers to unionize, which contravenes the Canadian Charter of Rights (and they automatically lose access to work as a result).	<ul style="list-style-type: none"> <li>The intent of the CBA is to provide opportunities to as much of the workforce as possible, and make sure that everyone gets an opportunity to participate in the construction job market, regardless of union affiliation.</li> <li>After 30 days on the jobsite, non-union workers will be required to join the union but only for work on the applicable project.</li> <li>Although workers must join a union while they work on the project, as is the case with all unionized worksites in B.C.</li> <li>However, no contractors are restricted from bidding on projects. Any contractor may bid, regardless of whether or not their workers are unionized.</li> </ul>	Paul de Jong (PCA) Les Leyne (Times Colonist) Jesse Snyder (Postmedia) Warren Frey (Journal of Commerce) Chris Atchison (BCCA) The Globe and Mail Chris Gardner (ICBA) Ken Baerg (CWU) Toronto Star Op-ed
BCIB's board members were selected based on their backroom connections to government, and not their expertise	<ul style="list-style-type: none"> <li>BCIB Board members bring a wealth of expertise in many areas, including transportation infrastructure, labour relations, workforce management, finance, board governance and more.</li> <li>The Crown Agencies and Board Resourcing Office in the Ministry of Finance is responsible for working with Ministries and Crowns to coordinate board appointments.</li> </ul>	Jeremy Hainsworth (Freelance)
The priority hiring model is discriminatory	<ul style="list-style-type: none"> <li>The hiring process was established in negotiation with the AIRCC with the goal of delivering good paying jobs and increased opportunities for Indigenous peoples, women and young people, as well as better apprenticeship and training opportunities and better access to jobs for B.C. residents.</li> <li>Only qualified workers are hired. Among those qualified workers, however, the Community Benefits Agreement (CBA) specifies that priority is given to qualified Indigenous peoples and women.</li> </ul>	Tom Fletcher (Victoria News) Chris Atchison (BCCA) Chris Gardner (ICBA)

	<ul style="list-style-type: none"> <li>It is necessary to provide opportunities that haven't been offered in the past so B.C. can grow its pool of skilled labour to meet its future needs.</li> </ul>	
Public projects are only available for unions part of the AIRCC	<ul style="list-style-type: none"> <li>CBAs allow all contractors to bid, whether they are union or non-union. CBAs allow contractors to bring all of their existing supervisors and name hire some of their workers to the jobsite.</li> <li>CBAs are good for local and small contractors because they level the playing field with known wage rates and access to qualified skilled trades workers, allowing more contractors to bid on work.</li> <li>Recent examples show that non-union contractors will bid on projects with this type of agreement. For example, 50% of the contractors participating in the Los Angeles School District's project stabilization agreement are non-union and 42% of all contractors are small businesses.</li> <li>This isn't the first time CBAs have been used in this province. There were lessons learned from how they were implemented on projects such as the WAC Bennett Dam and the Vancouver Island Highway.</li> </ul>	Les Leyne (Times Colonist) Rob Shaw (Vancouver Sun)
The CBA will cause workers to lose out on their existing pensions and benefit plans	<ul style="list-style-type: none"> <li>It's legislated that members are entitled to their full pension benefits when they leave an employer.</li> <li>Workers who work on the Pattullo Bridge or any Community Benefits Agreement project will pay into the pension while working on the project, while making good wages and benefits.</li> <li>Once they finish working on the project, they can access those pension contributions if they choose.</li> <li>They can continue their former employment and pension contributions when they have completed work on the project.</li> </ul>	Les Leyne (Times Colonist)
Because of the CBA, a portion of a worker's wage will automatically go to the unions	<ul style="list-style-type: none"> <li>Just like with any employer, there are deductions for benefits, pension, a training fund. These are not union dues.</li> </ul>	Jesse Snyder (Postmedia) Chris Atchison (BCCA) Rob Shaw (Vancouver Sun)
PLAs often pay apprentice	<ul style="list-style-type: none"> <li>There are no wages below minimum wage.</li> </ul>	Op-ed



workers below minimum wage	<ul style="list-style-type: none"> <li>• The CBA provides good wages and benefits in alignment with current industry rates.</li> <li>• Wages are set by the CBA and vary according to trade, job classification and level of experience.</li> <li>• You can find the full details in the Trades Sections portion of the CBA (pages 107-174).</li> </ul>	
The CBA does not create a worker's sense of belonging, and will thus lead to a lack of culture and safety on worksites	<ul style="list-style-type: none"> <li>• BCIB will be the employer to all workers on a worksite, and will establish a culture based on the values of respect, fairness and inclusion for workers.</li> <li>• BCIB will focus on ensuring its worksites are safe, and free from discrimination and harassment.</li> </ul>	Warren Frey (Journal of Commerce) CBC
CBAs attract less bids and reduces competition	<ul style="list-style-type: none"> <li>• CBAs allow all contractors to bid, whether they are union or non-union. CBAs allow contractors to bring all of their existing supervisors and name hire some of their workers to the jobsite.</li> <li>• CBAs are good for local and small contractors because they level the playing field with known wage rates and access to qualified skilled trades workers, allowing more contractors to bid on work.</li> <li>• Recent examples show that non-union contractors will bid on projects with this type of agreement. For example, 50% of the contractors participating in the Los Angeles School District's project stabilization agreement are non-union and 42% of all contractors are small businesses.</li> </ul>	Warren Frey (Journal of Commerce) Chris Atchison (BCCA) Rob Shaw (Vancouver Sun) Jock Finlayson (BCBC)
CBAs make it difficult to attract and retain workers	<ul style="list-style-type: none"> <li>• BCIB will provide many benefits to workers, including: <ul style="list-style-type: none"> <li>○ good wages and benefits in alignment with current industry rates</li> <li>○ a safe, health and respectful workplace</li> <li>○ a workplace free from discrimination and harassment</li> <li>○ access to apprenticeship training</li> <li>○ job security with no lockouts or work stoppages</li> <li>○ work opportunities close to home</li> </ul> </li> </ul>	Warren Frey (Journal of Commerce)

Unions will receive preferential treatment in the bidding process because of their access to unionized workers	<ul style="list-style-type: none"> <li>• The negotiation process was subject to rigorous legal due diligence, and we are confident that no one at the table will be conflicted, or have an advantage, when bidding on future projects.</li> <li>• Only two parties are signatories to the labour agreement: an affiliation of building trades called Allied Infrastructure Related and Construction Council of British Columbia (AIRCC); and the new employer entity BC Infrastructure Benefits Inc.</li> <li>• Industry representatives were not signatories to the agreement. The participation of industry representatives was strictly to provide an advisory role based on their ability to reflect the interests of their community at large, and to provide industry technical advice and expertise in developing the workforce terms. The industry advisors played an important role in ensuring that the labour agreement was not unnecessarily restrictive to industry participation in future competitive processes.</li> <li>• This will not create a conflict nor provide an advantage on this or any future projects.</li> </ul>	Chris Atchison (BCCA) Warren Frey (Journal of Commerce) Jock Finlayson (BCBC)
BCIB will take away a contractor's ability to manage its workforce	<ul style="list-style-type: none"> <li>• Contractors will be required to follow the guidelines of the CBA, which is how workers are hired and employed on select public-infrastructure Projects.</li> <li>• BCIB is the Crown corporation that implements the CBA and employs workers on the Projects, supplying these workers to the contractors.</li> <li>• Contractors are responsible for the day-to-day direction of workers on a CBA Project.</li> <li>• BCIB, as the employer, retains management responsibility, including the ability to hire, discipline workers, and terminate employment in accordance with the CBA.</li> </ul>	Chris Gardner (ICBA) CBC Burnaby Now
No additional workers can be trained on CBA projects because it limits access to 15% of the	<ul style="list-style-type: none"> <li>• BCIB will contribute towards the Provincial apprentice target ratio, which sets a 25% increase in apprentices over all B.C. public infrastructure Projects.</li> <li>• BCIB will be developing Apprenticeship and Training plans for each of its Projects. These plans will outline specifically how BCIB will help contribute towards achieving B.C.'s 25% target.</li> </ul>	Chris Gardner (ICBA) Op-ed

construction industry	<ul style="list-style-type: none"> <li>• Priority hiring will also help ensure that B.C. can grow its pool of skilled labour to meet its future needs by attracting those who have not traditionally accessed these careers.</li> <li>• The figure that only 15% of the construction industry is unionized is misleading. The construction industry includes both non-residential and residential construction workforces. The residential construction workforce does not work on major infrastructure projects.</li> <li>• CBAs only cover non-residential construction projects like roads and bridges, which require specialized workers, such as pile drivers and structural ironworkers.</li> </ul>	
Procurement for CBA projects is not transparent or fair	<ul style="list-style-type: none"> <li>• TBC</li> </ul> <p>About fairness:</p> <ul style="list-style-type: none"> <li>• The negotiation process was subject to rigorous legal due diligence, and we are confident that no one at the table will be conflicted, or have an advantage, when bidding on future projects.</li> <li>• Only two parties are signatories to the labour agreement: an affiliation of building trades called Allied Infrastructure Related and Construction Council of British Columbia (AIRCC); and the new employer entity BC Infrastructure Benefits Inc.</li> <li>• Industry representatives were not signatories to the agreement. The participation of industry representatives was strictly to provide an advisory role based on their ability to reflect the interests of their community at large, and to provide industry technical advice and expertise in developing the workforce terms. The industry advisors played an important role in ensuring that the labour agreement was not unnecessarily restrictive to industry participation in future competitive processes.</li> <li>• This will not create a conflict nor provide an advantage on this or any future projects.</li> </ul>	Warren Frey (Journal of Commerce)
BCIB represents more layers of	In terms of controlling costs at BCIB:	Warren Frey (Journal of Commerce) Burnaby Now Rob Shaw (Vancouver Sun)

bureaucracy / provides no value	<ul style="list-style-type: none"> <li>• BCIB will control costs by streamlining processes through the use of data and technology and ensuring the right level of staffing at the Crown corporation to suit the number of projects online.</li> <li>• The size of the organization will scale depending on the number of projects.</li> <li>• The benefits people in B.C. gain through good-paying, local jobs from the CBA far outweigh the cost to funding this new approach to infrastructure.</li> </ul> <p>In terms of the value BCIB provides:</p> <ul style="list-style-type: none"> <li>• BCIB will provide the right workers, with the right skills, at the right time for select public infrastructure projects.</li> <li>• In partnership with the AIRCC, training institutions, government ministries, and community groups, BCIB will identify, engage with appropriate stakeholders, and then hire and dispatch qualified workers.</li> <li>• As signatory to the collective agreement, BCIB will be responsible for any future negotiations.</li> <li>• BCIB will also manage all aspects of the employer/employee relationship, such as hiring, dispatch, terminations, work schedules, grievances, disputes and payroll.</li> <li>• BCIB will coordinate training, in line with the terms set out in the collective agreement.</li> <li>• BCIB will be responsible for reporting back to government on the performance results of the organization and the labour agreement.</li> </ul>	Jock Finlayson (BCBC) ICBA
The construction industry was not properly consulted prior to the CBA being signed	<ul style="list-style-type: none"> <li>• It was a decision of government to negotiate with AIRCC. There will be opportunities for participation of additional industry and labour groups to participate in the full development of a community benefits framework for government.</li> <li>• The negotiation process was subject to rigorous legal due diligence, and we are confident that no one at the table will be conflicted, or have an advantage, when bidding on future projects.</li> <li>• Only two parties are signatories to the labour agreement: an affiliation of building trades called Allied Infrastructure Related and Construction Council of British Columbia (AIRCC); and the new employer entity BC Infrastructure Benefits Inc.</li> </ul>	Warren Frey (Journal of Commerce)

	<ul style="list-style-type: none"> <li>Industry representatives were not signatories to the agreement. The participation of industry representatives was strictly to provide an advisory role based on their ability to reflect the interests of their community at large, and to provide industry technical advice and expertise in developing the workforce terms. The industry advisors played an important role in ensuring that the labour agreement was not unnecessarily restrictive to industry participation in future competitive processes.</li> <li>This will not create a conflict nor provide an advantage on this or any future projects.</li> </ul>	
British Columbians don't support CBAs	<ul style="list-style-type: none"> <li>According to a poll commissioned by the BC Building Trades Council, the majority of respondents supported the Community Benefits Agreement, with 7 out of 10 respondents either "strongly" or "moderately" supporting the use of CBAs for publicly funded projects.</li> </ul> <p>(From news article: <a href="https://globalnews.ca/news/4378689/majority-of-b-c-supports-ndp-union-construction-deal-but-just-25-familiar-with-it-poll/">https://globalnews.ca/news/4378689/majority-of-b-c-supports-ndp-union-construction-deal-but-just-25-familiar-with-it-poll/</a>)</p> <p><i>If asked about the poll saying that just 26 per cent of respondents were familiar with Community Benefits Agreements.</i></p> <ul style="list-style-type: none"> <li>BCIB will take be taking a role in educating the public about Community Benefits Agreements.</li> <li>We'll do this through community outreach, and it's what's happening today. We're all here talking about the CBA and that's a good thing.</li> </ul>	Ken Baerg (CWU)
Goals outlined in the CBA are already met by public-sector contractors	<ul style="list-style-type: none"> <li>TBC</li> </ul>	Op-ed Burnaby Now Paul de Jong
Previous attempts at PLAs were unsuccessful, drove up costs,	<ul style="list-style-type: none"> <li>British Columbians rightfully expect B.C. projects to benefit B.C. workers, families and communities.</li> </ul>	Rob Shaw (Vancouver Sun) ICBA

and caused delays in project completion	<ul style="list-style-type: none"> <li>• With this model we're not just investing in roads, bridges and other infrastructure, we're investing in good jobs and new opportunities for people who live B.C.</li> <li>• And with our focus on expanding apprenticeships for young British Columbians, we're helping build B.C.'s next generation of construction workers.</li> <li>• We've modernized the CBA terms to be more flexible to maximize the number of qualified contractors while making sure that British Columbians are getting long-term benefits from provincial investments in major projects.</li> </ul> <p><i>If pressed:</i></p> <ul style="list-style-type: none"> <li>• The CBA terms have been modernized to ensure that the maximum number of contractors can bid on any given project, regardless of their union affiliation. Given the predicted labour shortage over the next 10 years it is important to have full access to all available skilled labour, regardless of union or non-union affiliation.</li> <li>• Other terms have been considered to allow for greater productivity, worksite efficiency and safety.</li> <li>• Training is another key area where things have changed. We are offering many more skills training programs, making it easier for all workers to access training opportunities, but especially for Indigenous people, women, and other people from under-represented groups.</li> </ul>	
BCIB will be jointly run by the government and BTU	<ul style="list-style-type: none"> <li>• BCIB is a Crown corporation that will work in partnership with the AIRCC, as well as with other government ministries, training institutions, community groups and stakeholders.</li> </ul>	Jock Finlayson (BCBC)
It is misleading to say all contractors are welcome to bid on the project, whether union or non-union because	<ul style="list-style-type: none"> <li>• The intent of the CBA is to provide opportunities to as much of the workforce as possible, and make sure that everyone gets an opportunity to participate in the construction job market, regardless of union affiliation.</li> <li>• After 30 days on the jobsite, non-union workers will be required to join the union but only for work on the applicable project.</li> <li>• Although workers must join a union while they work on the project, as is the case with all unionized worksites in B.C., they do not need to be unionized</li> </ul>	ICBA

whoever wins must ensure their employees join the union within 30 days	<p>before or after working on the project. This is the same as any other unionized work site in BC.</p> <ul style="list-style-type: none"> <li>• However, no contractors are restricted from bidding on projects. Any contractor may bid, regardless of whether or not their workers are unionized.</li> </ul>	
BCIB will cause anxiety in the construction industry because they'll be forced to work with terms they're unfamiliar with	<ul style="list-style-type: none"> <li>• BCIB will work closely with contractors to make sure they are familiar with the requirements of the agreement.</li> <li>• If contractors have additional questions, I encourage them to get in touch with us at <a href="mailto:info@bcib.ca">info@bcib.ca</a> and we will be happy to respond to any questions.</li> </ul>	Rob Shaw (Vancouver Sun)

## Closing Remarks

**Presentation time:** 4:15 PM – 4:30 PM (15 minutes total)

- **Location:** Room TBC, Westin Bayshore, Vancouver

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*\*\* Introduced by MC (TBC) \*\**

### Slide

#### Closing Remarks:

**Allan Bruce, Board Chair**

**British Columbia Infrastructure Benefits Inc**

Good afternoon, everyone.

And thanks for the introduction.

Today's been a jam-packed day full of great discussions, lessons and learnings.

I was very optimistic before this event, and I'm ***even more enthusiastic*** today.

Take it from me – someone who's spent over 40 years working... and most of those years in the training field...



or, take it from anyone who has worked their career around tradespeople and apprentices... this is an exciting time in our province and the ***future looks bright.***

\*\*

## Slide

### Anecdote – Chris Gailus Tweet



The other day someone pointed me to a tweet... it was by Chris Gailus, the anchor for Global BC's 6 o'clock news.

He was commenting on a story about a father and son who saw a licensed electrician working at their local mall... and the father

was overheard saying to the son: “This is why you go to school. So you ***don’t*** end up like ***him.***”

Chris Gailus’ response was “I would be proud of my son if he grew up to be an electrician. It’s not what you do, it’s ***how you do it.***”

We’ve all heard stories like that... the old attitudes and stereotypes. I sure have.

I was reminded of my niece, who as a young woman, came into the construction industry. As a trainee she was advised she should really look at a ***more traditional occupation*** for women. And that’s ***exactly*** where she ended up.

In my experience, women have been either cleaners or traffic flaggers. This wasn’t very long ago, and ***I still hear people*** advising women to go that same way.

But, on the other hand, my son is 20 years old. He works in the marine construction industry on a barge. The crane operator on this barge is a woman.

For my son and his generation, ***this is no big deal.***

So, attitudes **can** change over time. And it's everyone's responsibility to **help break down those stereotypes.**

You see, I've recently been appointed to the Board of Directors for British Columbia Infrastructure Benefits (BCIB)... the new Crown corporation implementing CBAs here in BC.

The new roads and bridges in this province, as well as the schools, hospitals and towers – they're going to get built. One way or another. With or without a Community Benefits Agreement.

**But with a CBA...** "It's not what you do, it's **how you do it.**"

In British Columbia **we're changing how we do it.**

As Chris Gailus' tweet shows us, things do need to change... and they are slowly changing. The CBA is part of this. Today we heard all about that.

We heard some bold visions for the future, and we've heard from other jurisdictions that have been there and have done it successfully.

They've built projects in a way that creates more decent work and shares opportunities. **And** helped build community wealth.

\*\*

**Slide:**

**Summary of the day**

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**Slide:**

**BCIB logo**



A big thanks to all our presenters.

All the wins, best practices, and lessons learned – it's been valuable to hear them as British Columbia moves forward with its own Community Benefits Framework.

I'm passionate about creating employment opportunities for British Columbians. I really believe in what we've heard today.

***And I'm lucky enough to be in a position to help make it happen.***

British Columbia Infrastructure Benefits is the new Crown corporation that will be implementing the Community Benefits Agreement on BC's first two projects – the Pattullo Bridge replacement and parts of the Highway 1 four-laning between Kamloops and Revelstoke.

BCIB will not just be building roads, bridges, and hospitals.

***We're going to be building communities and futures.***

- A future with ***more apprentices***.
- A future where BC workers get ***priority*** on BC projects.
- A future where more women, Indigenous people and people underrepresented in the trades get ***meaningful*** work and careers.
- A future where ***BC's workforce*** is there to meet ***our*** labour demands.

The workforce development will also leave a legacy of a skilled workforce. This will attract greater investment in BC and help grow opportunities for future generations.

At the end of the day, public infrastructure projects are meant to benefit British Columbians. And British Columbians should be the ones building and benefitting from them.

For me, success look like breaking down some of the ***invisible barriers*** that are preventing new workers from starting a career in the trades.

It could be...

- An Indigenous person who has been reluctant to leave home to come do training in Surrey...
- Or a single mother who gets a chance to put her certification to work on a project in her own community...
- Or an apprentice who is prepared to work on one of this province's biggest projects when they're done their initial classroom training.

This is a change, and we all know change isn't easy. This isn't how many of us are used to getting things done.

It's about working ***differently*** with the resources already on the table and ***not leaving any untapped value*** behind.

Community Benefits Agreements are an **investment** now and in the future. Today's presenters made that clear. They're an investment that **pays dividends today** and shows **this generation cares about the next**.

As we continue working to get this new Crown corporation ready for operations, that's what we're keeping in mind.

Building better, more sustainable communities means building a better province. BCIB was created for you, hard-working British Columbians.

After all, it's **your Province, your projects, and your future**.

I'm proud to be part of this positive change.

Thank you all for your interest and enthusiasm today.

**\*\* MC returns to stage, shares thanks \*\***

**\*\* MC advises attendees of reception / housekeeping items \*\***

**\*\* MC concludes conference \*\***

**From:** [Papadopoulos, James](#) TRAN:EX  
**To:** [Gibbs, Robb](#) GCPE:EX  
**Subject:** Re: CBA-ConferenceSpeech-HB-V1.docx  
**Date:** Tuesday, January 22, 2019 7:00:18 PM

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I'm confused. Is this one for Harry or Claire?

Sent from my iPhone

On Jan 22, 2019, at 11:03 AM, Gibbs, Robb GCPE:EX <[Robb.Gibbs@gov.bc.ca](mailto:Robb.Gibbs@gov.bc.ca)> wrote:

Yo James and Will,

For reference (and disaster check), did you guys want a look at the speaking notes I worked up for MHB?

MCT does all the heavy lifting in her speech so I went more values based.

Derrick has reviewed and is good so he's shipped it to the Minister.

Tks,

R

<CBA-ConferenceSpeech-HB-V1.docx>



## Event Information / Speaking Notes – CBA Conference

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**Event:** Building for the Future – Maximizing Community Benefit Agreements

**When :** Friday, January 25, 2019

**Where:** Westin Bayshore Hotel – 1601 Bayshore Drive, Vancouver

**Directions:** Parking available at hotel

**Contact:** Vicki Willow (TRAN) – s.17 and Murray Tekano (TRAN) s.17  
s.17

**Length:** 3-5 minutes

**Audience:** Industry experts across North America who are building with CBAs.

### Background:

- **Community Benefit Agreements provide good-paying jobs, better training and apprenticeships, and better opportunities for Indigenous people, women and youth so local people stand to gain the most from public infrastructure spending.**
- **A new, landmark framework for major infrastructure projects in B.C. will deliver good paying jobs, better training and apprenticeships, and more trades opportunities for Indigenous people, women and youth around the province.**
- **With this agreement we're not just investing in roads, bridges and other infrastructure, we're investing in good jobs and new opportunities for people who live B.C. And with our focus on expanding apprenticeships for young British Columbians, we're helping build B.C.'s next generation of construction workers.**
- **British Columbians deserve the opportunity to work on major government projects being built in and near their communities.**
- **This Community Benefits Agreement will put local people first in line for good jobs building the roads, bridges and other infrastructure we need.**

### Focus of speech:

- **We're not just investing in roads, bridges and other infrastructure, we're investing in good jobs and new opportunities for people - building up B.C. with the next generation of construction workers.**

Speaking Notes

for

**Minister Claire Trevena**

Ministry of Transportation and Infrastructure

**Westin Bayshore Hotel**  
**1601 Bayshore Drive, Vancouver**

Friday, January 25, 2019

# Schedule

Moderator: John Calvert, associate professor, Labour Studies, Simon Fraser University

8:00 am – 9:00 am	Registration and Continental Breakfast
9:00 am – 9:15 am	Welcome and First Nations Greeting <b>Morgan Guerin</b> , Musqueam First Nation <b>Tom Sigurdson</b> , Executive Director, BC Building Trades <b>Kirsten Wilson</b> , President. Jack Cewe Ltd.
9:15 am – 9:25 am	Greetings from Government <b>Hon. Claire Trevena</b> , Minister of Transportation and Infrastructure
9:25 am – 10:00 am	Managing BC's Skilled Trades Shortage <b>Bob Collins</b> , Economist, BuildForce Canada
10:00 am – 10:30 am	Community Benefits Framework <b>Vicki Willow</b> , Project Executive Director, Ministry of Transportation and Infrastructure
10:45 am – 12:00 pm	Community Benefits Agreements in Action <b>Mark Hovatter</b> , Chief Facilities Executive, LA Unified School District <b>Mark L. Johnson</b> , Nationally Recognized Labour Relations Professional <b>Anna Pavlik</b> , Labor Equity Program Manager, City of Seattle <b>Mark Wheeler</b> , PLA Deputy Director, Sound Transit
12:00 pm 12:30 pm – 12:40 pm 12:45 pm – 1:15 pm	Lunch <b>Hon. Harry Bains</b> , Minister of Labour <b>Mark L. Johnson</b> , Nationally Recognized Labour Relations Professional
1:30 pm – 2:45 pm	Building on Past PLA Success From Coast to Coast <b>Wally Penner</b> , Project Manager, SNC-Lavalin, John Hart Dam <b>Arlene Dunn</b> , Deputy Director, CBTU, Hebron Project <b>Tony Fanelli</b> , CLRAO, Kitimat Modernization Project
2:45 pm – 3:00 pm	Break
3:00 pm – 4:15 pm	Breakout Sessions Session 1: <b>Irene Kerr</b> , CEO, Transportation Investment Corporation and; <b>Vicki Willow</b> , Project Executive Director, Ministry of Transportation and Infrastructure Session 2: <b>Sheri Cook</b> , Manager of the Construction Labor Group, Engineering, Port of Seattle and; <b>David Freiboth</b> , Senior Director of Labor Relations, Port of Seattle
4:15 pm – 4:30 pm	Closing <b>Allan Bruce</b> , Chair, BC Infrastructure Benefits
4:30 pm – 5:30 pm	Reception: H Tasting Lounge

## **INTRODUCTION**

- **Good morning – I'd like to start by acknowledging that we are gathered on the traditional territory of the Musqueam (mus-kwee-um), Squamish, and Tsleil-waututh (sail-wha-tooth) peoples.**
- **Thank you Morgan Guerin of the Musqueam (mus-kwee-um) First Nation for the traditional welcoming.**

## **Building for the Future**

- **We've come together today to talk about building for the future.**
- **Everyone in this room knows what it means to build something substantial and to invest valuable time and effort -- creating real opportunities for your community and the people you care about.**
- **That's what we're doing here in B.C.**
- **When we build major infrastructure, it's an opportunity to invest in communities.**

- To provide real opportunities for people to further their career path, while supporting local economies.
- To train the next generation of workers.
- To do quality work that keeps communities running and people moving.

### **BC's Strong Economy**

- Under John Horgan's BC NDP, British Columbia has Canada's strongest economy.
- Last year, 23,000 new jobs were created in this province.
- And our GDP is expected to grow by 2.4% this year.
- All good news for the province.
- To keep this momentum moving forward, we want to work in partnership with industry as we invest in the next generation of our provincial infrastructure.

## **Invested in skilled workers**

- **Sustainable growth is not possible without skilled workers.**
- **And we know that there is a skills shortage looming in B.C.**
- **Companies surveyed last fall say there are not enough qualified trade workers like pipefitters, plumbers or electricians.**
- **With 60,000 job openings over the next ten years—we're poised to train the next generation.**
- **That's why we're here to work together, to put in place Community Benefit Frameworks for major projects.**
- **This framework means local workers will be paid consistent wages and be provided good benefits.**

- **Communities benefit from direct investment and quality projects done on time.**
- **When it comes to the Community Benefit Agreement**
  - **anyone can apply to work on the project, and any contractor is welcome to bid for work.**
- **For now, these agreements will apply to a select suite of infrastructure projects, including the Pattullo Bridge replacement project and some four-laning projects on the Trans-Canada Highway between Kamloops and Alberta.**

## **Conclusion:**

- **We're making sure that people can stay and work in their communities – with more time spent with friends and family and less time worrying about “going where the money is.”**

- **We're making sure that every dollar spent on provincial public infrastructure projects not only provides the best outcome for the project but provides long-lasting benefits for British Columbians and their communities.**
- **Our government is committed to working with industry to support and accelerate sustainable growth.**
- **When we do, local people stand to gain the most.**
- **Making life better for people is at the core of this government's work.**
- **It's what drives us to deliver solutions to the problems people face every day.**
- **We're proud to invest in the people, services, and infrastructure of our province.**
- **Working together, we can build a better B.C.**



**From:** [Papadopoulos, James](#) TRAN:EX  
**To:** [Gibbs, Robb](#) GCPE:EX  
**Cc:** [Beale, William](#) TRAN:EX  
**Subject:** Re: Couple of things  
**Date:** Wednesday, January 23, 2019 11:15:08 AM

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I'm good with a call around 3.30

I like Harry's speech. Haven't reviewed MCT's yet. Will get back to you.

Sent from my iPhone

On Jan 23, 2019, at 10:17 AM, Beale, William TRAN:EX <[William.Beale@gov.bc.ca](mailto:William.Beale@gov.bc.ca)> wrote:

How's your 1pm to discuss Pattullo?

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**From:** Gibbs, Robb GCPE:EX  
**Sent:** January 23, 2019 9:08 AM  
**To:** Papadopoulos, James TRAN:EX <[James.Papadopoulos@gov.bc.ca](mailto:James.Papadopoulos@gov.bc.ca)>; Beale, William TRAN:EX <[William.Beale@gov.bc.ca](mailto:William.Beale@gov.bc.ca)>  
**Subject:** Couple of things

Morning lads,

Two things:

- Can we connect today on Pattullo?
- Are you happy with Minister's speech for Friday? I confess I've only scanned it just to make sure it didn't conflict with the one I did for Harry.

Tks,

Robb

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Robb Gibbs  
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