

MacNair, Tara MUNI:EX

From: Hold - 211216 - Scott, Samantha CITZ:EX
Sent: February 16, 2021 2:52 PM
To: Bains, Harry LBR:EX
Cc: Smith, Krystal LBR:EX; Sangha, Jasmeet LBR:EX
Subject: FW: CBO Materials for Minister briefing on February 17, 2021
Attachments: s.12 Minister CBO Briefing Package Feb 2021.pdf; CBO Presentation
MASTER_FINAL_Feb 12 2021.pdf

Hi Minister,

Attached are material for tomorrows meeting with CBO.

Cheers,

Samantha Scott | Ministerial Advisor to the Honourable Minister Bains
Ministry of Labour
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From: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Sent: February 16, 2021 7:41 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Subject: FW: CBO Materials for Minister briefing on February 17, 2021

Good Morning,

Materials from the CBO for tomorrow's meeting. I will add them to the calendar entry.

thanks

Kate Duncan | Administrative Coordinator to the Honourable Minister Bains
Ministry of Labour
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-974-5975

From: Frye, Tanya GCPE:EX <Tanya.Frye@gov.bc.ca>
Sent: February 12, 2021 4:54 PM
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Cc: Zaharia, Sarah FIN:EX <Sarah.Zaharia@gov.bc.ca>; Qaddoumi, Fatima FIN:EX <Fatima.Qaddoumi@gov.bc.ca>
Subject: CBO Materials for Minister briefing on February 17, 2021

Hello, Kate,

In preparation for the briefing with the Minister on February 17, we wanted to share a PDF of the PowerPoint we will be going through and some background materials that may be helpful to review before the meeting.

As well, I have added s.12 which has an image in the PowerPoint. It may be difficult to read on the slide, so if you are able to print it out beforehand, it would be helpful.

Thank you and enjoy the long weekend!

TANYA FRYE

Director, Communications

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Community
Benefits Office



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Withheld pursuant to/removed as

s.12



Community
Benefits Office

Minister Briefing Package February 2021

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- Allied Infrastructure and Related Construction Council (AIRCC) (Image)



Community Benefits Office

The BC Government believes British Columbians should benefit the most from public infrastructure investments. That's why we have made an unprecedented investment in people - creating opportunities for anyone to have a lifelong career in the skilled trades long after construction is complete.

We are ensuring locals, Indigenous peoples, women and other underrepresented groups who want to grow or start a skilled trades career in construction have the chance to do so. We're increasing opportunities for apprentices to work on-site, so they can gain the experience they need to move towards completing their certification, building our skilled trade workforce of tomorrow.

Infrastructure spending will deliver the following six community benefits objectives:

1. Increased opportunities for apprenticeships and skills training;
2. Increased opportunities for Indigenous peoples;
3. Increased opportunities for groups traditionally underrepresented in the construction workforce;
4. Improved access and opportunity for local workers and business;
5. Aligned and predictable wages; and
6. Environmentally beneficial practices

The Community Benefits Office (CBO) provides leadership and direction for the implementation of community benefits objectives across government through the development of a Community Benefits Framework (CBF). The CBF will include procurement and planning guidance and a Performance Measurement and Reporting Plan.

CBO Goals

1. The Community Benefits Framework is developed in collaboration with policy and capital ministries
2. The Community Benefits Framework is consistently applied and continually improved
3. Impacts of the Community Benefits Framework are identified as evidence-based trends
4. The CBO leads and provides support to stakeholders working within the Community Benefits Framework

CBO staff

The Community Benefits Office was established in 2018 and moved to the Ministry of Finance in April 2019 from the Ministry of Transportation and Infrastructure. It is located in Vancouver, BC.



There are currently six staff:

- Sarah Zaharia, Executive Director
- Yvonne Roslin-White, Performance Management Director
- Neil Keaney, Office Manager
- Mark Jummun, Capital Benefits Framework Director
- Tanya Frye, Communications Director
- Fatima Qaddoumi, Office Assistant

Community Benefits are being considered on public infrastructure projects across government through:

1. The **Community Benefits Agreement (CBA)**: An agreement between the Allied Infrastructure and Related Construction Council (AIRCC), a group of 19 affiliated unions, and the crown corporation, BC Infrastructure Benefits (BCIB), for the purpose of providing a skilled labour work force to select public infrastructure projects.
2. **Procurement & Contract Terms (P&CT)**: Ministries will include community benefits language in public infrastructure project contracts. As is the case with projects applying the CBA, these benefits will be monitored and measured as part of the reporting done by the Community Benefits Office.

Projects currently using CBAs:

- **Trans Canada Highway 1 Kamloops to Alberta Border Four-Laning program**
 - The Illecillewaet project (Construction underway with project completion in 2021)
 - Kicking Horse Canyon project - Phase 4 (Construction underway with project completion in Winter 2023/2024)
 - Chase Creek Road to Chase West project (Construction underway with project completion in 2022)
 - Salmon Arm West project (Construction underway with project completion in 2022)
 - Quartz Creek Bridge (Tender announced with project completion in 2024)
- **Pattullo Bridge Replacement project** (Construction underway with project completion in 2023)
- **Broadway Subway project** (Construction underway with project completion in 2025)
- **Cowichan District Hospital replacement** (Construction starts 2023 and expected to be completed in 2026)

Projects using Procurement and Contract terms:

- Highway 91/17 and Deltaport Way Upgrade Project (Construction underway with project completion in 2023)

Working Collaboratively

Long-term cooperation and collaboration with internal government and external stakeholders is required for successful development and implementation of the Community Benefits Framework and accurate performance measurement.

The CBO has established strong relationships with Capital and Policy Ministries through its discussions on policy and performance measures as well as guidance around community benefits through Procurement and Contract Terms.

The CBO is keeping a pulse on questions and issues arising within Industry and other external groups who have an investment in increasing community benefits on infrastructure projects.

The CBO works closely with BCIB, as well as with the Transportation Investment Corporation (TI Corp) that provides enhanced oversight, management and delivery on major capital transportation projects, including the Pattullo Bridge Replacement Project, the Kicking Horse Canyon Project – Phase 4 and the Broadway Subway Project.

Community Benefits Messaging

Message Frame

- We believe British Columbians should benefit the most from public infrastructure investments.
- That's why we've made an unprecedented investment in people - creating opportunities for them to have a lifelong career in the skilled trades long after construction is complete.
- Through community benefits, we're ensuring locals, Indigenous peoples, women and other underrepresented groups who want to grow or start a career in construction have the chance to do so.
- We're increasing opportunities for apprentices to work on-site, so they get the experience they need to move towards completing their certification, building our skilled trade workforce of tomorrow.

Additional Messaging

- Community Benefits are being considered on public infrastructure projects across government through:
 - The Community Benefits Agreement (CBA), which is being applied on the Pattullo Bridge Replacement Project, Broadway Subway, and projects within the Highway 1 four-laning program between Kamloops and the Alberta border, including Illecillewaet, Kicking Horse Canyon Phase 4, Chase Creek Road to Chase West and Salmon Arm West projects.
 - Procurement and contract terms where a CBA does not apply.
- The Community Benefits Office (CBO) provides leadership and direction for the implementation of community benefits objectives on public infrastructure projects through the development of a Community Benefits Framework (CBF).
 - The office will guide and support the consistent use of community benefits across capital ministries, then collect and share evidence of the success of using community benefits.
 - The office will work with internal and external stakeholders such as industry, Indigenous leaders, and others to make sure there is continuous input into the delivery of benefits back to all British Columbians.



ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE Ministry of Finance Updated: February 9, 2021 Minister Responsible: Selina Robinson	Community Benefits Agreement Investment on Infrastructure Projects
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ADVICE AND RECOMMENDED RESPONSE:

s.13

KEY FACTS:

- Government emphasized the need to ensure spending on public projects results in public benefits through local hiring provisions, small business access to procurements, hiring more indigenous people and other workers traditionally underrepresented in the skilled trades, and that there are apprenticeship ratios that help create the next generation of BC workers.
- A Community Benefits Framework (CBF) will support BC provincial public-sector agencies in optimizing benefits to British Columbians and their communities when investing provincial funds in major infrastructure projects to build roads, bridges, hospitals and schools.
- Under this framework, infrastructure spending will deliver six community benefits objectives:
 - Increased opportunities for apprenticeships and skills training
 - Increased opportunities for Indigenous peoples
 - Increased opportunities for groups traditionally underrepresented in the construction workforce

ADVICE TO MINISTER

- Improved access and opportunity for local workers and business
- Aligned and predictable wages
- Environmentally beneficial practices
- In March 2019, the Ministry of Finance assumed responsibility from the Ministry of Transportation and Infrastructure for the next phase(s) of CBF development given their role as the central agency responsible for overall cross-government core and capital policy.
- The CBF is composed of a Community Benefits Agreement (CBA) on select infrastructure projects approved by Cabinet and Treasury Board and the use of procurement and contract terms to create community benefits where a CBA is not applied.
- The CBA is an agreement between the province and the Allied Infrastructure and Related Construction Council of B.C. (AIRCC), signed in the spring of 2018.
- BC Infrastructure Benefits (BCIB), a crown corporation, was established to implement and operationalize all the components of the CBA and is the employer of the workforce on CBA public infrastructure projects.
- Cabinet has approved the application of the Community Benefits Agreement on the following infrastructure projects:
 - The Pattullo Bridge Replacement
 - Broadway Subway Project
 - Highway 1 Four-Laning projects between Kamloops and the Alberta Border including Illecillewaet, Kicking Horse Canyon Phase 4, Chase Creek Road to Chase West, Salmon Arm West and Quartz Creek Bridge
 - Cowichan District Hospital replacement, which is the first vertical project to apply the CBA
- Further cross sector projects may be added under the CBA subject to Cabinet and Treasury Board approval.

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CONFIDENTIAL ISSUES NOTE

Ministry: Finance
Updated: February 1, 2021
Minister Responsible: Selina Robinson

CBA Legal Challenge

ADVICE AND RECOMMENDED RESPONSE:

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Background:

A petition was filed on August 27, 2018 in the Supreme Court of British Columbia by a group of petitioners including the Independent Contractors and Businesses Association (ICBA), various construction associations, non-Building Trades Unions and non-Building Trades contractors to challenge the use of the Community Benefits Agreement (CBA) on public infrastructure projects, including the Pattullo Bridge Replacement Project.

This petition challenges the decision of the Minister of Transportation and Infrastructure to impose use of the CBA through a request for qualifications and similar future decisions. ICBA alleges imposing the CBA was unreasonable as it was done to reward political allies (the Building Trades Unions) and is unconnected to any legitimate objective. They also allege it infringes Charter protections for freedom of association and freedom of expression.

A BC Court of Appeal ruling made on August 28, 2020 upholds a decision by the Supreme Court of BC earlier in 2020 that decided the Court did not have jurisdiction over the Charter arguments and should instead be heard by BC's Labour Relations Board (LRB).

On November 13, 2020, the ICBA filed a Memorandum of Argument with the Supreme Court of Canada. Response arguments from the Province and the Allied Infrastructure and Related Construction Council (AIRCC) were submitted on January 18, 2021 (Province) and January 19, 2021 (AIRCC). The ICBA filed their reply argument January 28, 2021.

The Supreme Court of Canada will now consider the application for leave to appeal, and the parties' submissions. This usually takes about three months but could be longer or shorter. The Court will decide whether to grant leave or not, which means:

- If they do not give leave, then ICBA must either go to the Labour Board or abandon the constitutional argument.
- If they do give leave, then the case is set down for hearing in the Supreme Court of Canada.

Historical Timeline:

- *February 27 to March 1, 2019*
The Supreme Court of BC heard applications by the Province and the Allied Infrastructure and Related Construction Council (AIRCC) arguing that the Supreme Court of BC does not have jurisdiction over the matter and that the petition should be dismissed. The Province argued, in part, that the matter should instead be before BC's LRB.
- *July 23, 2019*
Supreme Court of BC found most of the petition, including the Charter claims were within the jurisdiction of BC's LRB. However, the Court did find it was at least arguable that the Minister's decision is subject to judicial review on other grounds.
- *February 3, 2020*
The Supreme Court of BC clarified the ruling from July 2019, making clear that no arguments based on the Charter could be advanced under the petition and directed dispute on those issues to BC's LRB.
- *February 19, 2020*
ICBA filed a Notice of Appeal in the BC Court of Appeal.
- *July 16 to 17 2020*
The BC Court of Appeal hearing took place and reserved their judgment.
- *August 28, 2020*
The BC Court of Appeal released its ruling and upholds a decision by the Supreme Court of BC that decided the Court did not have jurisdiction over the Charter arguments and should instead be heard by BC's Labour Relations Board (LRB).
- *November 13, 2020*
The ICBA filed a Memorandum of Argument with the Supreme Court of Canada.
- *January 28, 2021*
Responses from ICBA et al. and the Ministry of Transportation et al. And final reply from ICBA were submitted. The Supreme Court of Canada will now review the application and the parties' submissions and decide to grant leave or not. This usually takes about three months but can be longer or shorter.

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CONFIDENTIAL ISSUES NOTE Ministry: Finance Date: January 22, 2021 Minister Responsible: Selina Robinson	Community Benefits Agreement on Vertical Infrastructure Projects
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ADVICE AND RECOMMENDED RESPONSE:

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KEY FACTS:

- Government emphasized the need to ensure spending on public projects results in public benefits through local hiring provisions, small business access to procurements, hiring more indigenous people and other workers traditionally underrepresented in the skilled trades, and that there are apprenticeship ratios that help create the next generation of BC workers.
- The Community Benefits Framework (CBF) will support BC provincial public-sector agencies in optimizing benefits to British Columbians and their communities when investing provincial funds in major infrastructure projects to build roads, bridges, hospitals and schools.
- Under this framework, infrastructure spending will deliver six community benefits objectives:
 1. Increased opportunities for apprenticeships and skills training
 2. Increased opportunities for Indigenous peoples
 3. Increased opportunities for groups traditionally underrepresented in the construction workforce
 4. Improved access and opportunity for local workers and business
 5. Aligned and predictable wages
 6. Environmentally beneficial practices
- The CBF is composed of (1) a Community Benefits Agreement (CBA) on select

infrastructure projects approved by Cabinet and Treasury Board and (2) the use of procurement and contract terms to create community benefits where a CBA is not applied.

- In March of 2019, the Ministry of Finance assumed responsibility from the Ministry of Transportation and Infrastructure for the next phase(s) of CBF development given their role as the central agency responsible for overall cross-government core and capital policy.
- Engagement to collect input and advice on the CBF is underway and ongoing with ministries that have program, policy, and capital/infrastructure delivery responsibilities that align with the key objectives. This includes: Ministry of Advanced Education, Skills and Training, Ministry of Indigenous Relations and Reconciliation, Ministry of Jobs, Economic Recovery and Innovation, Ministry of Health, Ministry of Education, Ministry of Finance, Ministry of Attorney General, Ministry of Transportation and Infrastructure, Ministry of Labour, Ministry of Environment and Climate Change Strategy, Ministry of Citizen Services, Ministry of Social Development & Poverty Reduction, Gender Equity Secretariat and Ministry of Forests, Lands, Natural Resource Operations and Rural Development.
- Engagement with key industry and labour stakeholders, Indigenous and other groups will be important to inform the CBF development and seek broader stakeholder support
- Cabinet has approved the application of the Community Benefits Agreement on its first vertical project, Cowichan District Hospital replacement.
- Other CBA projects are the Pattullo Bridge Replacement, Broadway Subway Project and Highway 1 Four-Laning projects between Kamloops and the Alberta Border including Illecillewaet, Kicking Horse Canyon Phase 4, Chase Creek Road to Chase West, Salmon Arm West and Quartz Creek Bridge.
- Determination on when the Community Benefits Agreement is applied to a project is made on a case-by-case basis and is at the discretion of Treasury Board and Cabinet.

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ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE Ministry: Finance Date: January 21, 2021 Minister Responsible: Selina Robinson	Community Benefits Framework
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ADVICE AND RECOMMENDED RESPONSE:

s.13

KEY FACTS:

- The Community Benefits Framework (CBF) will support BC provincial public-sector agencies in optimizing benefits to British Columbians and their communities when investing provincial funds in major infrastructure projects to build roads, bridges, hospitals and schools.
- Under this framework, infrastructure spending will deliver six community benefits objectives:
 1. Increased opportunities for apprenticeships and skills training
 2. Increased opportunities for Indigenous peoples
 3. Increased opportunities for groups traditionally underrepresented in the construction workforce
 4. Improved access and opportunity for local workers and business
 5. Aligned and predictable wages
 6. Environmentally beneficial practices
- The CBF is composed of a Community Benefits Agreement (CBA) on select infrastructure projects approved by Cabinet and Treasury Board and the use of procurement and contract terms to create community benefits where a CBA is not applied.
- In March 2019, the Ministry of Finance assumed responsibility from the Ministry of Transportation and Infrastructure for the next phase(s) of CBF development given their role as the central agency responsible for overall cross-government core and capital policy.

- The CBA is an agreement between the province and the Allied Infrastructure and Related Construction Council of B.C. (AIRCC), signed in the spring of 2018.
- BC Infrastructure Benefits (BCIB), a crown corporation, was established to implement and operationalize all the components of the CBA and is the employer of the workforce on CBA public infrastructure projects.
- Cabinet has approved the application of the Community Benefits Agreement on the following infrastructure projects:
 - The Pattullo Bridge Replacement
 - Broadway Subway Project
 - Highway 1 Four-Laning projects between Kamloops and the Alberta Border including Illecillewaet, Kicking Horse Canyon Phase 4, Chase Creek Road to Chase West, Salmon Arm West and Quartz Creek Bridge
 - Cowichan District Hospital replacement, which is the first vertical project to apply the CBA
- Further cross sector projects may be added under the CBA subject to Cabinet and Treasury Board approval.
- One project currently is piloting language through Procurement and Contract terms: the Highway 91/17 and Deltaport Way Upgrade Project.
- Engagement to collect input and advice on the CBF is underway and ongoing with ministries that have program, policy, and capital/infrastructure delivery responsibilities that align with the key objectives. This includes: Ministry of Advanced Education, Skills and Training, Ministry of Indigenous Relations and Reconciliation, Ministry of Jobs, Economic Recovery and Innovation, Ministry of Health, Ministry of Education, Ministry of Finance, Ministry of Attorney General, Ministry of Transportation and Infrastructure, Ministry of Labour, Ministry of Environment and Climate Change Strategy, Ministry of Citizen Services, Ministry of Social Development & Poverty Reduction, Gender Equity Secretariat and Ministry of Forests, Lands, Natural Resource Operations and Rural Development.
- Engagement with key industry and labour stakeholders, Indigenous and other groups will be important to inform the CBF development and seek broader stakeholder support.

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CONFIDENTIAL ISSUES NOTE Ministry: Finance Date: January 26, 2021 Minister Responsible: Selina Robinson	Community Benefits Office
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ADVICE AND RECOMMENDED RESPONSE:

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KEY FACTS:

- Government emphasized the need to ensure spending on public projects results in public benefits through local hiring provisions, small business access to procurements, hiring more indigenous people and other workers traditionally underrepresented in the skilled trades, and that there are apprenticeship ratios that help create the next generation of BC workers.
- The Community Benefits Framework (CBF) will support BC provincial public-sector agencies in optimizing benefits to British Columbians and their communities when investing provincial funds in major infrastructure projects to build roads, bridges, hospitals and schools.
- Under this framework, infrastructure spending will deliver six community benefits objectives:
 1. Increased opportunities for apprenticeships and skills training
 2. Increased opportunities for Indigenous peoples
 3. Increased opportunities for groups traditionally underrepresented in the construction workforce
 4. Improved access and opportunity for local workers and business
 5. Aligned and predictable wages
 6. Environmentally beneficial practices
- The CBF is composed of (1) a Community Benefits Agreement (CBA) on select infrastructure projects approved by Cabinet and Treasury Board and (2) the use of procurement and contract terms to create community benefits where a CBA is not applied.
- The first phase of the Community Benefits Framework has been implemented successfully. Cabinet has approved the application of the Community Benefits Agreement on the following infrastructure projects:
 - The Pattullo Bridge Replacement
 - Broadway Subway Project
 - Highway 1 Four-Laning projects between Kamloops and the Alberta Border including Illecillewaet, Kicking Horse Canyon Phase 4, Chase Creek Road to Chase West, Salmon Arm West and Quartz Creek Bridge
 - Cowichan District Hospital replacement, which is the first vertical project to apply the CBA
- *Community Benefits Agreement:*
 - The CBA is an agreement between the province and the Allied Infrastructure and Related Construction Council of B.C. (AIRCC), signed in the spring of 2018.
 - BC Infrastructure Benefits (BCIB), a crown corporation, was established to implement and operationalize all the components of the CBA and is the employer of the workforce on CBA public infrastructure projects.
 - Determination on whether a Community Benefits Agreement will be applied to a project is made on a case-by-case basis and is at the discretion of Treasury Board and Cabinet.

• s.12

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- One project currently uses Procurement and Contract terms pilot language: the Highway 91/17 and Deltaport Way Upgrade Project.
- Under the purview of the Ministry of Finance, the Community Benefits Office provides leadership and direction in the development and implementation of the Community Benefits Framework.
- Currently, there are four Finance staff, one Treasury Board staff and one GCPE staff.
- The GCPE staff member is responsible for communications and stakeholder engagement, and Finance staff are responsible for coordinating cross-government policy development and performance management.
- Engagement to collect input and advice on the CBF is underway and ongoing with ministries that have program, policy, and capital/infrastructure delivery responsibilities that align with the key objectives. This includes: Ministry of Advanced Education, Skills and Training, Ministry of Indigenous Relations and Reconciliation, Ministry of Jobs, Economic Recovery and Innovation, Ministry of Health, Ministry of Education, Ministry of Finance, Ministry of Attorney General, Ministry of Transportation and Infrastructure, Ministry of Labour, Ministry of Environment and Climate Change Strategy, Ministry of Citizen Services, Ministry of Social Development & Poverty Reduction, Gender Equity Secretariat and Ministry of Forests, Lands, Natural Resource Operations and Rural Development.
- Engagement with key industry and labour stakeholders, Indigenous and other groups will be important to inform the CBF development and seek broader stakeholder support.

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CONFIDENTIAL ISSUES NOTE

Ministry of Finance
Updated: February 12, 2021
Minister Responsible: Selina Robinson

Community Benefits on Infrastructure Projects through Procurement & Contract Terms

ADVICE AND RECOMMENDED RESPONSE:

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s.13

s.12; s.13

BACKGROUND:

- Government emphasized the need to ensure spending on public projects results in public benefits through local hiring provisions, small business access to procurements, hiring more Indigenous peoples and other workers traditionally underrepresented in the skilled trades, and that there are apprenticeship ratios that help create the next generation of BC workers.
- The Community Benefits Framework (CBF) will support BC provincial public-sector agencies in optimizing benefits to British Columbians and their communities when investing provincial funds in major infrastructure projects to build roads, bridges, hospitals and schools.
- Under the CBF, infrastructure spending will deliver 6 community benefits objectives:
 1. Increased opportunities for apprenticeships and skills training
 2. Increased opportunities for Indigenous peoples
 3. Increased opportunities for groups traditionally underrepresented in the construction workforce
 4. Improved access and opportunity for local workers and business
 5. Aligned and predictable wages
 6. Environmentally beneficial practices
- The CBF is composed of a Community Benefits Agreement (CBA) on select infrastructure projects approved by Cabinet and Treasury Board and the use of procurement and contract terms to create community benefits where a CBA is not applied. The first phase of the CBF has been implemented successfully with the application of a CBA to four major infrastructure projects:

• s.12

- In March 2019, the Ministry of Finance assumed responsibility from the Ministry of Transportation and Infrastructure for the next phase(s) of CBF development given their role as the central agency responsible for cross-government core and capital policy.
- Engagement to collect input and advice on the CBF is underway with ministries that have program, policy, and capital/infrastructure delivery responsibilities that align with the key objectives. This includes: Ministry of Advanced Education, Skills and Training, Ministry of Indigenous Relations and Reconciliation, Ministry of Jobs, Economic Recovery and Innovation, Ministry of Health, Ministry of Education, Ministry of Finance, Ministry of Attorney General, Ministry of Transportation and Infrastructure, Ministry of Labour, Ministry of Environment and Climate Change Strategy, Ministry of Citizen Services, Ministry of Social Development & Poverty Reduction, Gender Equity Secretariat and Ministry of Forests, Lands, Natural Resource Operations and Rural Development.
- Engagement with key industry and labour stakeholders, Indigenous and other groups will be important to inform the CBF development and seek broader stakeholder support.
- Currently, one project is using pilot language for procurement and contract terms: Delta Highway 91/17 and Deltaport Way Upgrade Project. Regular analysis is taking place and work with the team and the contractor is ongoing.

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	SZ		

FACTSHEET

December 8, 2020

Ministry of Finance

Community Benefits Agreement

On July 16, 2018, the B.C. government announced the implementation of the Community Benefits Agreement (CBA) to key public-sector infrastructure projects in B.C.

The CBA is designed to maximize opportunities to develop and grow the skilled labour workforce in the province.

The agreement will:

- Encourage employment opportunities for local communities;
- Provide greater apprenticeship and skills training opportunities;
- Increase employment opportunities for Indigenous peoples, women, youth and traditionally underrepresented groups around the province through priority hiring and priority re-hiring;
- Provide transparent, predictable and aligned compensation;
- Provide labour stability and certainty, without interruption;
- Provide safe working conditions free of discrimination, harassment, and ensure a culturally-competent workforce.

Applying the CBA is an investment based on total project budgets. This includes provision for workers' accommodation, wages and benefits and administration costs. The agreement allows any contractor to bid on major infrastructure projects regardless of union affiliation.

After 30 days on the jobsite, employees join one of B.C.'s building trades unions represented by the Allied Infrastructure and Related Construction Council (AIRCC) for the length of the project.

The CBA is being implemented by the crown corporation, BC Infrastructure Benefits (BCIB). BCIB employs all labour on public infrastructure projects under the CBA.

The first projects delivered under the CBA are:

- Projects within the Trans-Canada Highway four-laning program between Kamloops, BC and the Alberta border
- The new Pattullo Bridge
- The Broadway Subway

Future major capital infrastructure projects will be assessed on a case-by-case basis by Treasury Board to determine if the Community Benefits Agreement would apply.

Governance

The Community Benefits Office is under the purview of the Ministry of Finance and oversees the development of a Community Benefits Framework (CBF), which includes the CBA as one of the delivery methods, and a Performance Measurement Framework to collect evidence and verify impacts of the CBF policy.

To read the CBA: engage.gov.bc.ca/app/uploads/sites/331/2019/04/Community-Benefits-Agreement.pdf

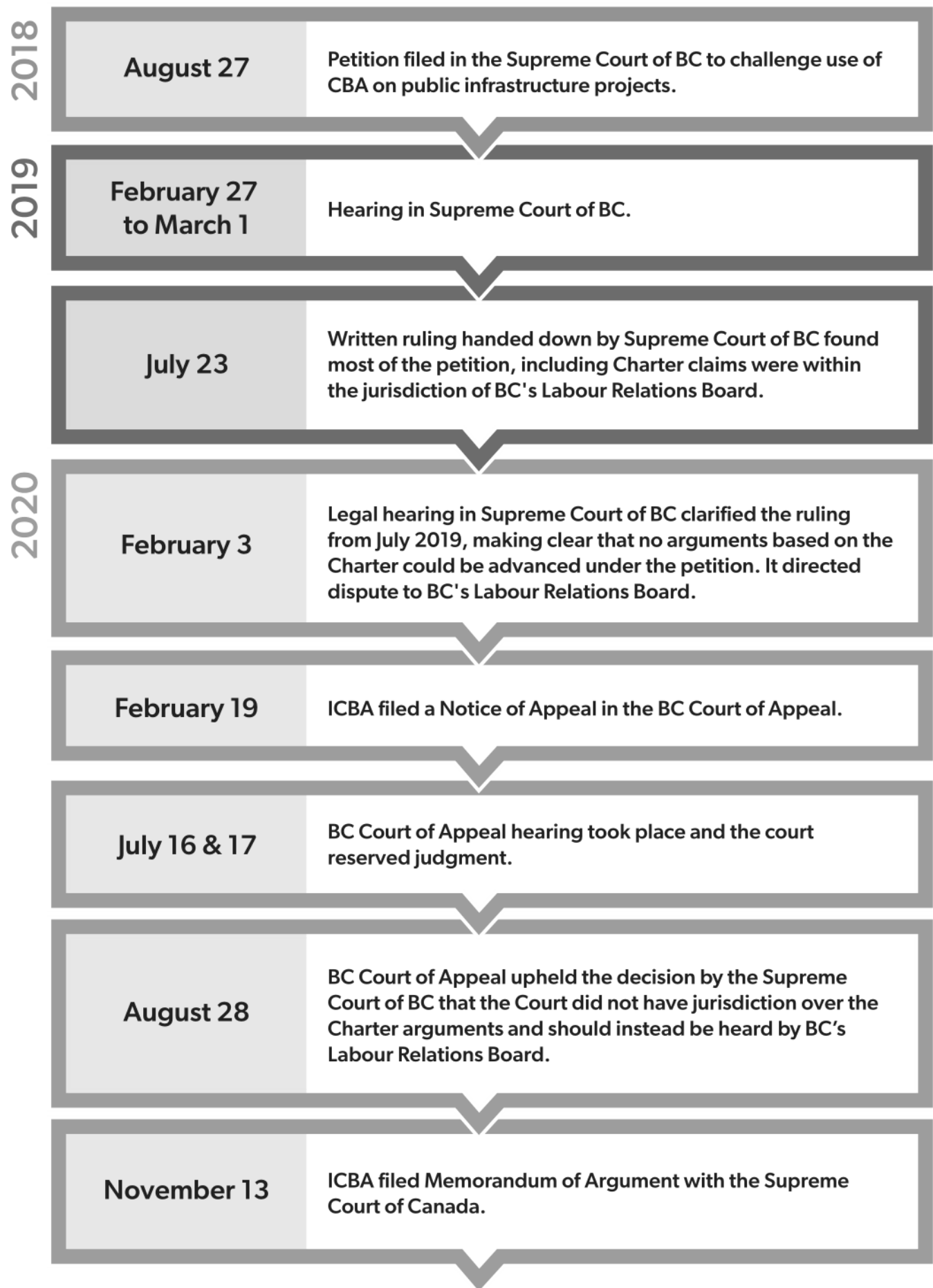
To learn more about BCIB: www.bcib.ca.

To read more on the projects delivered under the CBA:

- [Highway 1 Kamloops to Alberta four-laning program](#)
- [Pattullo Bridge Replacement](#)
- [Broadway Subway](#)

Community Benefits Agreement (CBA)

Legal Challenge Timeline



Supreme Court of Canada has two choices once they have reviewed the arguments



To not give leave
ICBA must go to the Labour Board or abandon the constitutional argument



To give leave
The case is set down for hearing in the Supreme Court of Canada

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL OF B.C. (AIRCC)

British Columbia Regional
Council of Carpenters

Construction Maintenance and
Allied Workers Council

International Association
of Bridge, Structural, Ornamental
and Reinforcing Ironworkers
LOCAL UNION 97

International Association of Heat
& Frost Insulators & Allied
WORKERS LOCAL UNION 118

International Association of Sheet
Metal, Air, Rail and Transportation
**WORKERS LOCAL UNION 280,
LOCAL UNION 276**

International Brotherhood of
Boilermakers, Iron Shipbuilders,
Blacksmiths, Forgers and Helpers
LODGE 359

International Brotherhood of
Electrical Workers
**LOCAL UNION 213, LOCAL UNION 993,
LOCAL UNION 1003, LOCAL 230**

International Brotherhood
of Teamsters
LOCAL UNION 213

International Union of Bricklayers
& Allied Craftworkers
LOCAL UNION NO. 2

International Union
of Operating Engineers
LOCAL UNION 115

International Union of
Painters & Allied
**TRADES DISTRICT COUNCIL 38
PAINTERS 138, GLAZIERS 1527,
DRYWALL FINISHERS 2009**

Labourers International Union
of North America Construction
and Specialized Workers
UNION LOCAL 1611

Move Up – A Movement
of United Professionals
LOCAL 378

Operative Plasterers' and Cement
Masons' International Association
of the United States and Canada
LOCAL UNION 919

United Association of Journeymen
and Apprentices of the Plumbing &
Pipefitting Industry of the United
States and Canada
**LOCAL UNION 170,
LOCAL UNION 516, LOCAL 324**

United Brotherhood of
Carpenters and Joiners
of America Floorlayers
LOCAL UNION 1541

United Brotherhood of Carpenters
and Joiners of America Millwrights
**MACHINE ERECTORS &
MAINTENANCE LOCAL UNION 2736**

United Brotherhood
of Carpenters and Joiners
of America Piledrivers
LOCAL UNION 2404

**UNITE-HERE
LOCAL 40**

Community Benefits Office

February 2021 Update



Community
Benefits Office

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BACKGROUND

2018

- Government announced a commitment to use a Community Benefits Agreement (CBA) on select infrastructure projects
- BC Infrastructure Benefits established
- **Three CBA projects named:**
 - Pattullo Bridge Replacement
 - Broadway Subway
 - Highway 1, Kamloops to Alberta border

2019

- Ministry of Finance assumed responsibility of the Community Benefits Office and BCIB from the Ministry of Transportation and Infrastructure



COMMUNITY BENEFITS OBJECTIVES

1. Increased opportunities for apprenticeships and skills training
2. Increased opportunities for Indigenous peoples
3. Increased opportunities for groups traditionally underrepresented in the construction workforce
4. Improved access and opportunity for local workers and business
5. Aligned and predictable wages
6. Environmentally beneficial practices

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COMMUNITY BENEFITS OFFICE (CBO)

Provides leadership and direction for the implementation of community benefits objectives on public infrastructure projects through the development of a Community Benefits Framework



KEY PLAYERS

Capital Ministries

Project owner
of infrastructure
projects with a
CBA applied to it

TI Corp

Ministry of
Transportation
and
Infrastructure's
major project
governance and
delivery
organization

Infrastructure BC

Providing advice
on the
procurement of
complex capital
projects

BCIB

Providing the
qualified skilled
trades workforce
for the
construction of
public
infrastructure
projects

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COMMUNITY BENEFITS OBJECTIVES ON PROJECTS

Community benefits applied on infrastructure projects through:

1. **Community Benefits Agreement**

Application made on a case-by-case basis and at the discretion of Treasury Board and Cabinet.

2. **Procurement & Contract Terms**

Delta Highway 91/17 and Deltaport Way Upgrade



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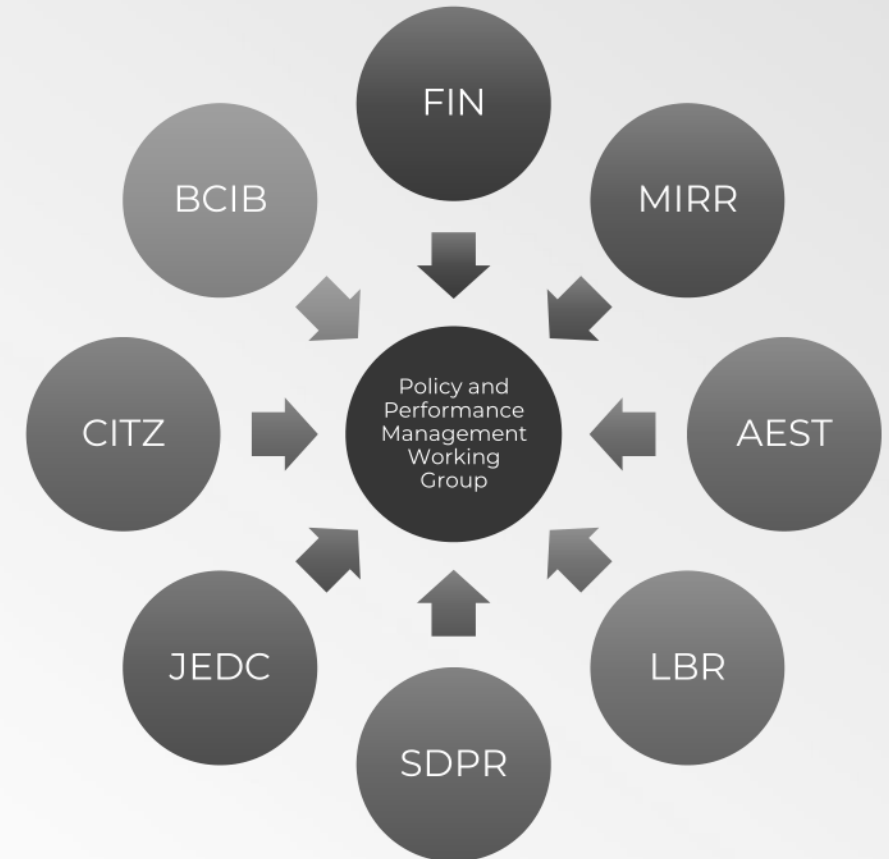
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Policy and Performance Management

A Working Group of policy ministries was created to define each community benefits objective, its intent and expected outcomes and measurement.

DELIVERABLE

Report on findings and recommendations to Deputy Minister, Finance by early 2021



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