

# CBA Workforce Equity Stats Across All Projects

Reporting Period: from 7/8/2019 to 12/31/2021



This CBA Workforce Distribution Report provides the headcount and hours across all BCIB projects, by equity or priority hiring status.

The headcount and hours reported for the CBA Employees comes from BCIB's Payroll System (PeopleSoft), capturing data from the start of projects through the end of the most recent Fiscal quarter, or the end date of a project if it is complete. This report is updated quarterly.

| ALL PROJECTS    | ALL PRIORITY GROUP |                    | LOCAL   |        | BC RESIDENT |        | INDIGENOUS |         | GENDER |         | OTHER PRIORITY |         | REHIRE |         | TRAINEE/ APPRENTICE |         | TOTAL   |
|-----------------|--------------------|--------------------|---------|--------|-------------|--------|------------|---------|--------|---------|----------------|---------|--------|---------|---------------------|---------|---------|
|                 | Priority Group     | Non-Priority Group | Yes     | No     | Yes         | No     | Yes        | No      | Female | Male    | Yes            | No      | Yes    | No      | Yes                 | No      |         |
| PATTULLO BRIDGE |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 134                | 11                 | 130     | 15     | 142         | 3      | 20         | 125     | 18     | 127     | 25             | 120     | 8      | 137     | 8                   | 137     | 145     |
| Headcount %     | 92%                | 8%                 | 90%     | 10%    | 98%         | 2%     | 14%        | 86%     | 12%    | 88%     | 17%            | 83%     | 6%     | 94%     | 6%                  | 94%     | 100%    |
| Hours           | 69,633             | 2,782              | 66,687  | 5,728  | 71,699      | 716    | 9,509      | 62,905  | 15,646 | 56,768  | 9,013          | 63,401  | 4,321  | 68,094  | 1,485               | 70,930  | 72,415  |
| Hours %         | 96%                | 4%                 | 92%     | 8%     | 99%         | 1%     | 13%        | 87%     | 22%    | 78%     | 12%            | 88%     | 6%     | 94%     | 2%                  | 98%     | 100%    |
| BROADWAY        |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 273                | 19                 | 267     | 25     | 279         | 13     | 55         | 237     | 53     | 239     | 47             | 245     | 24     | 268     | 11                  | 281     | 292     |
| Headcount %     | 93%                | 7%                 | 91%     | 9%     | 96%         | 4%     | 19%        | 81%     | 18%    | 82%     | 16%            | 84%     | 8%     | 92%     | 4%                  | 96%     | 100%    |
| Hours           | 108,865            | 8,424              | 107,892 | 9,397  | 111,593     | 5,696  | 20,853     | 96,435  | 22,521 | 94,768  | 18,222         | 99,067  | 9,070  | 108,219 | 3,546               | 113,743 | 117,289 |
| Hours %         | 93%                | 7%                 | 92%     | 8%     | 95%         | 5%     | 18%        | 82%     | 19%    | 81%     | 16%            | 84%     | 8%     | 92%     | 3%                  | 97%     | 100%    |
| KICKING HORSE   |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 144                | 76                 | 114     | 106    | 195         | 25     | 21         | 199     | 29     | 191     | 37             | 183     | 25     | 195     | 32                  | 188     | 220     |
| Headcount %     | 65%                | 35%                | 52%     | 48%    | 89%         | 11%    | 10%        | 90%     | 13%    | 87%     | 17%            | 83%     | 11%    | 89%     | 15%                 | 85%     | 100%    |
| Hours           | 142,951            | 56,470             | 114,394 | 85,027 | 171,407     | 28,014 | 18,686     | 180,736 | 32,261 | 167,161 | 32,871         | 166,550 | 22,706 | 176,715 | 29,096              | 170,326 | 199,422 |
| Hours %         | 72%                | 28%                | 57%     | 43%    | 86%         | 14%    | 9%         | 91%     | 16%    | 84%     | 16%            | 84%     | 11%    | 89%     | 15%                 | 85%     | 100%    |
| ILLECILLEWAET   |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 94                 | 68                 | 49      | 113    | 152         | 10     | 28         | 134     | 22     | 140     | 29             | 133     | 33     | 129     | 29                  | 133     | 162     |
| Headcount %     | 58%                | 42%                | 30%     | 70%    | 94%         | 6%     | 17%        | 83%     | 14%    | 86%     | 18%            | 82%     | 20%    | 80%     | 18%                 | 82%     | 100%    |
| Hours           | 72,636             | 55,719             | 31,257  | 97,097 | 121,973     | 6,381  | 20,687     | 107,667 | 16,644 | 111,710 | 23,947         | 104,407 | 33,467 | 94,887  | 16,414              | 111,940 | 128,354 |
| Hours %         | 57%                | 43%                | 24%     | 76%    | 95%         | 5%     | 16%        | 84%     | 13%    | 87%     | 19%            | 81%     | 26%    | 74%     | 13%                 | 87%     | 100%    |
| CHASE EAST      |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 12                 | 1                  | 9       | 4      | 12          | 1      | 2          | 11      | 2      | 11      | 3              | 10      | 5      | 8       | 0                   | 13      | 13      |
| Headcount %     | 92%                | 8%                 | 69%     | 31%    | 92%         | 8%     | 15%        | 85%     | 15%    | 85%     | 23%            | 77%     | 38%    | 62%     | 0%                  | 100%    | 100%    |
| Hours           | 3,868              | 293                | 2,573   | 1,589  | 3,868       | 293    | 595        | 3,566   | 614    | 3,548   | 991            | 3,171   | 1,842  | 2,319   | 0                   | 4,161   | 4,161   |
| Hours %         | 93%                | 7%                 | 62%     | 38%    | 93%         | 7%     | 14%        | 86%     | 15%    | 85%     | 24%            | 76%     | 44%    | 56%     | 0%                  | 100%    | 100%    |
| CHASE WEST      |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 90                 | 7                  | 86      | 11     | 96          | 1      | 25         | 72      | 11     | 86      | 21             | 76      | 8      | 89      | 6                   | 91      | 97      |
| Headcount %     | 93%                | 7%                 | 89%     | 11%    | 99%         | 1%     | 26%        | 74%     | 11%    | 89%     | 22%            | 78%     | 8%     | 92%     | 6%                  | 94%     | 100%    |
| Hours           | 65,827             | 2,864              | 65,523  | 3,168  | 68,555      | 136    | 14,531     | 54,160  | 5,340  | 63,351  | 13,017         | 55,674  | 6,476  | 62,215  | 5,371               | 63,320  | 68,691  |
| Hours %         | 96%                | 4%                 | 95%     | 5%     | 100%        | 0%     | 21%        | 79%     | 8%     | 92%     | 19%            | 81%     | 9%     | 91%     | 8%                  | 92%     | 100%    |
| QUARTZ CREEK    |                    |                    |         |        |             |        |            |         |        |         |                |         |        |         |                     |         |         |
| Headcount       | 42                 | 59                 | 24      | 77     | 63          | 38     | 12         | 89      | 9      | 92      | 8              | 93      | 8      | 93      | 8                   | 93      | 101     |
| Headcount %     | 42%                | 58%                | 24%     | 76%    | 62%         | 38%    | 12%        | 88%     | 9%     | 91%     | 8%             | 92%     | 8%     | 92%     | 8%                  | 92%     | 100%    |
| Hours           | 23,534             | 24,821             | 13,072  | 35,283 | 24,731      | 23,624 | 6,941      | 41,414  | 3,465  | 44,890  | 6,093          | 42,262  | 3,109  | 45,246  | 3,878               | 44,477  | 48,355  |
| Hours %         | 49%                | 51%                | 27%     | 73%    | 51%         | 49%    | 14%        | 86%     | 7%     | 93%     | 13%            | 87%     | 6%     | 94%     | 8%                  | 92%     | 100%    |

| ALL PROJECTS           | ALL PRIORITY GROUP |                    | LOCAL   |         | BC RESIDENT |        | INDIGENOUS |         | GENDER  |         | OTHER PRIORITY |         | REHIRE |         | TRAINEE/ APPRENTICE |         | TOTAL   |
|------------------------|--------------------|--------------------|---------|---------|-------------|--------|------------|---------|---------|---------|----------------|---------|--------|---------|---------------------|---------|---------|
|                        | Priority Group     | Non-Priority Group | Yes     | No      | Yes         | No     | Yes        | No      | Female  | Male    | Yes            | No      | Yes    | No      | Yes                 | No      |         |
| SALMON ARM             |                    |                    |         |         |             |        |            |         |         |         |                |         |        |         |                     |         |         |
| Headcount              | 64                 | 13                 | 63      | 14      | 77          | 0      | 12         | 65      | 7       | 70      | 14             | 63      | 7      | 70      | 12                  | 65      | 77      |
| Headcount %            | 83%                | 17%                | 82%     | 18%     | 100%        | 0%     | 16%        | 84%     | 9%      | 91%     | 18%            | 82%     | 9%     | 91%     | 16%                 | 84%     | 100%    |
| Hours                  | 45,307             | 8,450              | 45,299  | 8,458   | 53,757      | 0      | 6,945      | 46,812  | 6,854   | 46,904  | 5,798          | 47,959  | 4,392  | 49,366  | 6,079               | 47,678  | 53,757  |
| Hours %                | 84%                | 16%                | 84%     | 16%     | 100%        | 0%     | 13%        | 87%     | 13%     | 87%     | 11%            | 89%     | 8%     | 92%     | 11%                 | 89%     | 100%    |
| Grand Total Headcount  | 853                | 254                | 742     | 365     | 1,016       | 91     | 175        | 932     | 151     | 956     | 184            | 923     | 118    | 989     | 106                 | 1,001   | 1,107   |
| Grand Total Headcount% | 77%                | 23%                | 67%     | 33%     | 92%         | 8%     | 16%        | 84%     | 14%     | 86%     | 17%            | 83%     | 11%    | 89%     | 10%                 | 90%     | 100%    |
| Grand Total Hours      | 532,621            | 159,822            | 446,697 | 245,747 | 627,583     | 64,861 | 98,749     | 593,695 | 103,345 | 589,099 | 109,953        | 582,491 | 85,382 | 607,061 | 65,869              | 626,575 | 692,444 |
| Grand Total Hours%     | 77%                | 23%                | 65%     | 35%     | 91%         | 9%     | 14%        | 86%     | 15%     | 85%     | 16%            | 84%     | 12%    | 88%     | 10%                 | 90%     | 100%    |

\*Note: Other Priority category includes Equity and Youth.  
 Report generated on January 6, 2022. Data entered by S. Gupta and approved by G. Wharram.

# CBA Workforce Equity Statistics Across Transportation Projects

Reporting Period: from 7/8/2019 to 12/31/2022



This CBA Workforce Equity Statistics Report provides the # of workers and hours across all BCIB Transportation projects, by equity or priority hiring status.

The # of workers and hours reported for CBA Employees comes from BCIB's Payroll System (PeopleSoft), capturing data from the start of projects through the end of the most recent Fiscal quarter, or the end date of a project if it is complete. This report is updated quarterly.

| ALL PROJECTS               | ALL PRIORITY GROUP |                    | LOCAL     |         | BC RESIDENT |         | INDIGENOUS |           | GENDER  |           | YOUTH   |           | OTHER PRIORITY |           | REHIRE  |           | TRAINEE/ APPRENTICE |           | TOTAL     |
|----------------------------|--------------------|--------------------|-----------|---------|-------------|---------|------------|-----------|---------|-----------|---------|-----------|----------------|-----------|---------|-----------|---------------------|-----------|-----------|
|                            | Priority Group     | Non-Priority Group | Yes       | No      | Yes         | No      | Yes        | No        | Female  | Male      | Yes     | No        | Yes            | No        | Yes     | No        | Yes                 | No        |           |
| Grand Total # of workers   | 1,942              | 507                | 1,682     | 767     | 2,221       | 228     | 367        | 2,082     | 245     | 2,204     | 204     | 2,245     | 318            | 2,131     | 464     | 1,985     | 246                 | 2,203     | 2,449     |
| Grand Total # of workers % | 79%                | 21%                | 69%       | 31%     | 91%         | 9%      | 15%        | 85%       | 10%     | 90%       | 8%      | 92%       | 13%            | 87%       | 19%     | 81%       | 10%                 | 90%       | 100%      |
| Grand Total Hours          | 1,854,412          | 442,094            | 1,622,325 | 674,181 | 2,068,960   | 227,547 | 320,643    | 1,975,864 | 276,093 | 2,020,413 | 180,970 | 2,115,538 | 258,697        | 2,037,809 | 466,362 | 1,830,144 | 197,227             | 2,099,280 | 2,296,506 |
| Grand Total Hours %        | 81%                | 19%                | 71%       | 29%     | 90%         | 10%     | 14%        | 86%       | 12%     | 88%       | 8%      | 92%       | 11%            | 89%       | 20%     | 80%       | 9%                  | 91%       | 100%      |
| PATTULLO BRIDGE            |                    |                    |           |         |             |         |            |           |         |           |         |           |                |           |         |           |                     |           |           |
| # of workers               | 269                | 25                 | 260       | 34      | 281         | 13      | 33         | 261       | 27      | 267       | 20      | 274       | 46             | 248       | 32      | 262       | 23                  | 271       | 294       |
| # of workers %             | 91%                | 9%                 | 88%       | 12%     | 96%         | 4%      | 11%        | 89%       | 9%      | 91%       | 7%      | 93%       | 16%            | 84%       | 11%     | 89%       | 8%                  | 92%       | 100%      |
| Hours                      | 295,073            | 26,386             | 287,452   | 34,008  | 313,081     | 8,378   | 29,280     | 292,179   | 43,548  | 277,911   | 25,098  | 296,362   | 36,300         | 285,159   | 22,054  | 299,405   | 16,475              | 304,984   | 321,459   |
| Hours %                    | 92%                | 8%                 | 89%       | 11%     | 97%         | 3%      | 9%         | 91%       | 14%     | 86%       | 8%      | 92%       | 11%            | 89%       | 7%      | 93%       | 5%                  | 95%       | 100%      |
| BROADWAY                   |                    |                    |           |         |             |         |            |           |         |           |         |           |                |           |         |           |                     |           |           |
| # of workers               | 909                | 45                 | 881       | 73      | 923         | 31      | 155        | 799       | 96      | 858       | 92      | 862       | 163            | 791       | 122     | 832       | 68                  | 886       | 954       |
| # of workers %             | 95%                | 5%                 | 92%       | 8%      | 97%         | 3%      | 16%        | 84%       | 10%     | 90%       | 10%     | 90%       | 17%            | 83%       | 13%     | 87%       | 7%                  | 93%       | 100%      |
| Hours                      | 771,632            | 26,056             | 756,196   | 41,492  | 776,166     | 21,522  | 135,065    | 662,623   | 84,500  | 713,188   | 69,086  | 728,602   | 118,027        | 679,662   | 66,867  | 730,821   | 41,089              | 756,600   | 797,688   |
| Hours %                    | 97%                | 3%                 | 95%       | 5%      | 97%         | 3%      | 17%        | 83%       | 11%     | 89%       | 9%      | 91%       | 15%            | 85%       | 8%      | 92%       | 5%                  | 95%       | 100%      |
| KICKING HORSE              |                    |                    |           |         |             |         |            |           |         |           |         |           |                |           |         |           |                     |           |           |
| # of workers               | 310                | 212                | 191       | 331     | 432         | 90      | 67         | 455       | 48      | 474       | 41      | 481       | 46             | 476       | 151     | 371       | 87                  | 435       | 522       |
| # of workers %             | 59%                | 41%                | 37%       | 63%     | 83%         | 17%     | 13%        | 87%       | 9%      | 91%       | 8%      | 92%       | 9%             | 91%       | 29%     | 71%       | 17%                 | 83%       | 100%      |
| Hours                      | 414,397            | 246,419            | 288,494   | 372,322 | 533,655     | 127,161 | 69,153     | 591,664   | 86,936  | 573,880   | 52,525  | 608,292   | 59,558         | 601,258   | 217,027 | 443,790   | 97,828              | 562,988   | 660,816   |
| Hours %                    | 63%                | 37%                | 44%       | 56%     | 81%         | 19%     | 10%        | 90%       | 13%     | 87%       | 8%      | 92%       | 9%             | 91%       | 33%     | 67%       | 15%                 | 85%       | 100%      |
| ILLECILLEWAET              |                    |                    |           |         |             |         |            |           |         |           |         |           |                |           |         |           |                     |           |           |
| # of workers               | 94                 | 68                 | 49        | 113     | 152         | 10      | 28         | 134       | 22      | 140       | 12      | 150       | 18             | 144       | 33      | 129       | 29                  | 133       | 162       |
| # of workers %             | 58%                | 42%                | 30%       | 70%     | 94%         | 6%      | 17%        | 83%       | 14%     | 86%       | 7%      | 93%       | 11%            | 89%       | 20%     | 80%       | 18%                 | 82%       | 100%      |
| Hours                      | 72,636             | 55,719             | 31,257    | 97,097  | 121,973     | 6,381   | 20,687     | 107,667   | 16,644  | 111,710   | 13,455  | 114,899   | 11,274         | 117,081   | 33,467  | 94,887    | 16,414              | 111,940   | 128,354   |
| Hours %                    | 57%                | 43%                | 24%       | 76%     | 95%         | 5%      | 16%        | 84%       | 13%     | 87%       | 10%     | 90%       | 9%             | 91%       | 26%     | 74%       | 13%                 | 87%       | 100%      |

| All Projects   | All Priority Group |                    | Local   |         | BC Resident |        | Indigenous |         | Gender |         | Youth |         | Other Priority |         | Rehires |        | Trainee/ Apprentice |         | Total   |
|----------------|--------------------|--------------------|---------|---------|-------------|--------|------------|---------|--------|---------|-------|---------|----------------|---------|---------|--------|---------------------|---------|---------|
|                | Priority Group     | Non-Priority Group | Yes     | No      | Yes         | No     | Yes        | No      | Female | Male    | Yes   | No      | Yes            | No      | Yes     | No     | Yes                 | No      |         |
| Chase East     |                    |                    |         |         |             |        |            |         |        |         |       |         |                |         |         |        |                     |         |         |
| # of workers   | 66                 | 18                 | 58      | 26      | 75          | 9      | 17         | 67      | 10     | 74      | 5     | 79      | 5              | 79      | 20      | 64     | 6                   | 78      | 84      |
| # of workers % | 79%                | 21%                | 69%     | 31%     | 89%         | 11%    | 20%        | 80%     | 12%    | 88%     | 6%    | 94%     | 6%             | 94%     | 24%     | 76%    | 7%                  | 93%     | 100%    |
| Hours          | 37,841             | 6,915              | 35,204  | 9,552   | 42,318      | 2,438  | 4,935      | 39,821  | 4,494  | 40,262  | 1,103 | 43,654  | 3,517          | 41,239  | 17,078  | 27,678 | 1,491               | 43,265  | 44,756  |
| Hours %        | 85%                | 15%                | 79%     | 21%     | 95%         | 5%     | 11%        | 89%     | 10%    | 90%     | 2%    | 98%     | 8%             | 92%     | 38%     | 62%    | 3%                  | 97%     | 100%    |
| Chase West     |                    |                    |         |         |             |        |            |         |        |         |       |         |                |         |         |        |                     |         |         |
| # of workers   | 125                | 8                  | 120     | 13      | 132         | 1      | 30         | 103     | 17     | 116     | 13    | 120     | 18             | 115     | 33      | 100    | 7                   | 126     | 133     |
| # of workers % | 94%                | 6%                 | 90%     | 10%     | 99%         | 1%     | 23%        | 77%     | 13%    | 87%     | 10%   | 90%     | 14%            | 86%     | 25%     | 75%    | 5%                  | 95%     | 100%    |
| Hours          | 114,182            | 1,813              | 113,810 | 2,184   | 115,859     | 136    | 26,628     | 89,367  | 14,402 | 101,593 | 7,751 | 108,244 | 14,782         | 101,212 | 37,285  | 78,709 | 7,119               | 108,876 | 115,995 |
| Hours %        | 98%                | 2%                 | 98%     | 2%      | 100%        | 0%     | 23%        | 77%     | 12%    | 88%     | 7%    | 93%     | 13%            | 87%     | 32%     | 68%    | 6%                  | 94%     | 100%    |
| Quartz Creek   |                    |                    |         |         |             |        |            |         |        |         |       |         |                |         |         |        |                     |         |         |
| # of workers   | 93                 | 119                | 51      | 161     | 138         | 74     | 23         | 189     | 16     | 196     | 14    | 198     | 14             | 198     | 53      | 159    | 13                  | 199     | 212     |
| # of workers % | 44%                | 56%                | 24%     | 76%     | 65%         | 35%    | 11%        | 89%     | 8%     | 92%     | 7%    | 93%     | 7%             | 93%     | 25%     | 75%    | 6%                  | 94%     | 100%    |
| Hours          | 80,082             | 68,040             | 44,124  | 103,998 | 86,592      | 61,530 | 22,046     | 126,075 | 13,580 | 134,541 | 8,802 | 139,320 | 9,585          | 138,537 | 51,344  | 96,777 | 9,506               | 138,616 | 148,122 |
| Hours %        | 54%                | 46%                | 30%     | 70%     | 58%         | 42%    | 15%        | 85%     | 9%     | 91%     | 6%    | 94%     | 6%             | 94%     | 35%     | 65%    | 6%                  | 94%     | 100%    |
| Salmon Arm     |                    |                    |         |         |             |        |            |         |        |         |       |         |                |         |         |        |                     |         |         |
| # of workers   | 76                 | 12                 | 72      | 16      | 88          | 0      | 14         | 74      | 9      | 79      | 7     | 81      | 8              | 80      | 20      | 68     | 13                  | 75      | 88      |
| # of workers % | 86%                | 14%                | 82%     | 18%     | 100%        | 0%     | 16%        | 84%     | 10%    | 90%     | 8%    | 92%     | 9%             | 91%     | 23%     | 77%    | 15%                 | 85%     | 100%    |
| Hours          | 68,569             | 10,747             | 65,789  | 13,527  | 79,316      | 0      | 12,848     | 66,468  | 11,989 | 67,327  | 3,151 | 76,165  | 5,655          | 73,661  | 21,239  | 58,077 | 7,305               | 72,011  | 79,316  |
| Hours %        | 86%                | 14%                | 83%     | 17%     | 100%        | 0%     | 16%        | 84%     | 15%    | 85%     | 4%    | 96%     | 7%             | 93%     | 27%     | 73%    | 9%                  | 91%     | 100%    |

\*Note: Other Priority category includes Equity (LGBTQ2S+), Persons with Disabilities, and Visible Minorities)  
Report generated on January 9th, 2023. Data entered by S. Gupta and approved by G. Wharam.