

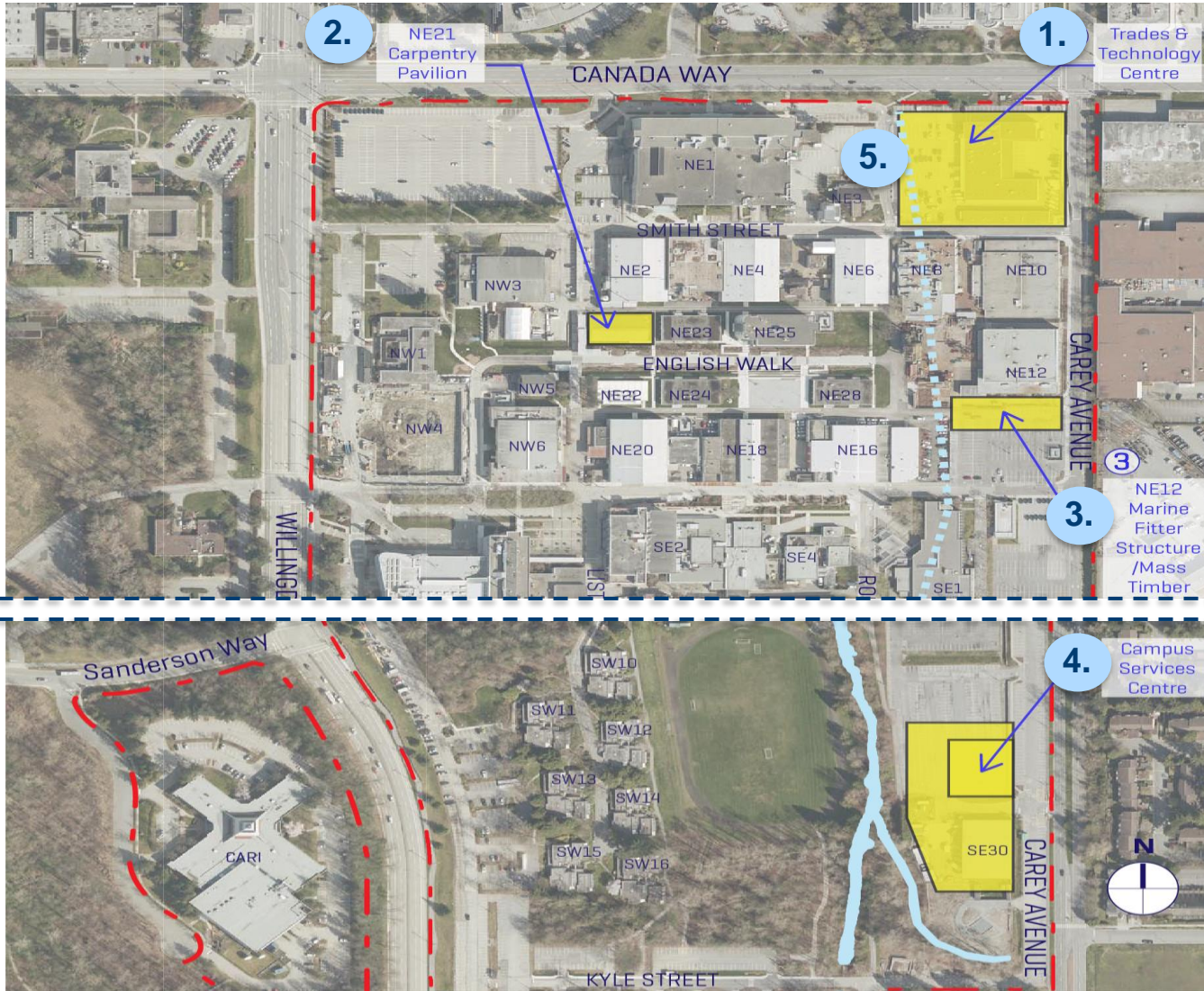


# TRADES + TECHNOLOGY PROJECT



The British Columbia Institute of Technology acknowledges that our campuses are located on the unceded traditional territories of the Coast Salish Nations of *Sḵwx̱wú7mesh* [Squamish], *səl̓ilwətaʔɬ* [Tsleil-Waututh], and *xwməθkwəyəm* [Musqueam].

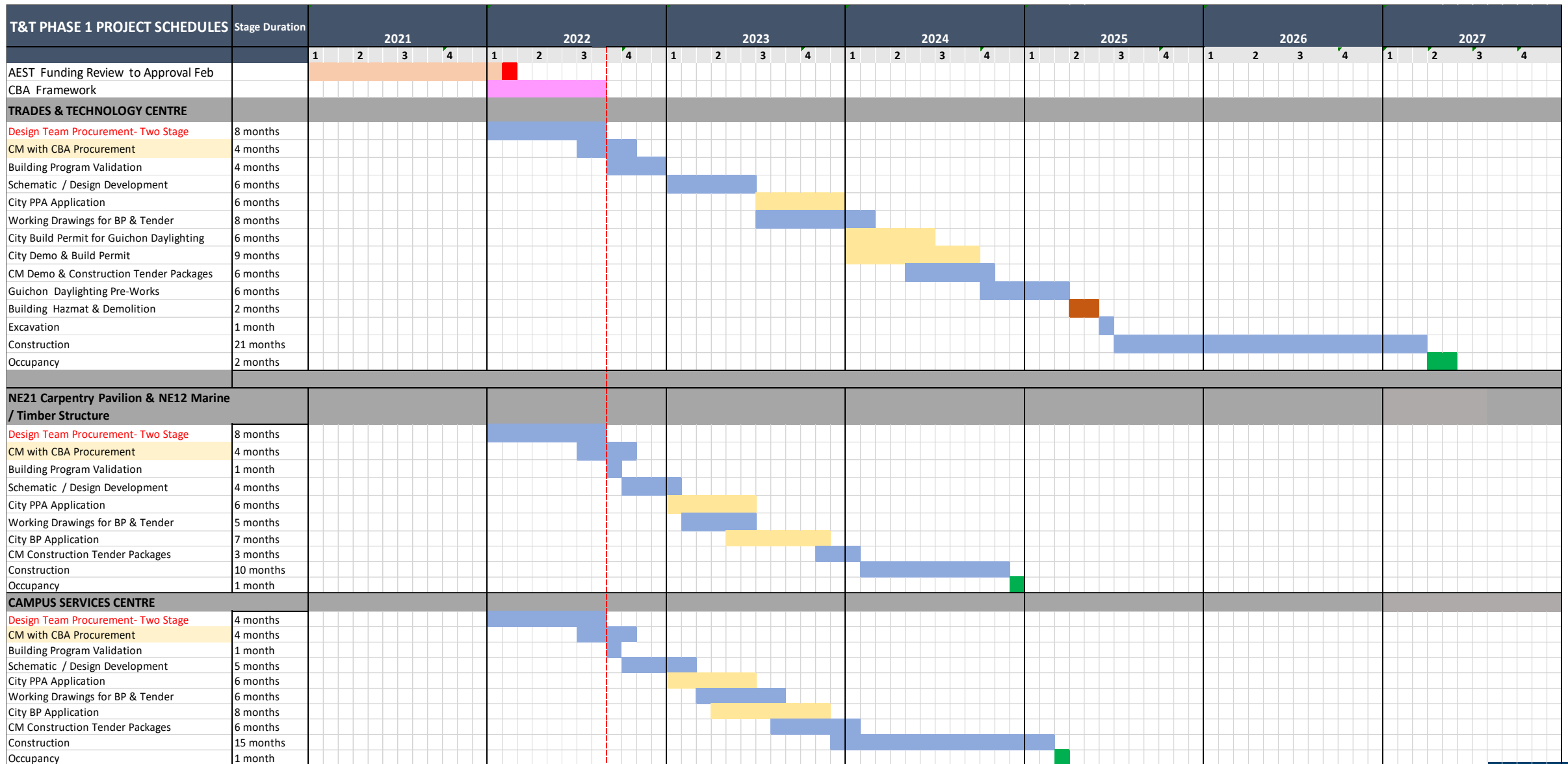




BCIT will be seeking one (1) Construction Manager (CM) to work with three (3) distinct Design Teams to lead the project components on the Burnaby Campus as follows:

1. Trades and Technology Centre
  - a. Ecological Restoration of Guichon Creek
  - b. Demolition of existing buildings NE09 and NE07
2. Carpentry Pavilion and 3. Marine Fitter and Mass Timber Facility
4. Campus Services Centre

# Project Overview (Schedule)



**1. Trades and Technology Centre Construction Budget (\$90M)**

- a. Ecological Restoration of Guichon Creek**
- b. Demolition of existing buildings NE09 and NE07**

**2. Carpentry Pavilion and 3. Marine Fitter and Mass Timber Facility  
combined Construction Budget (\$7.3M)**

**4. Campus Services Centre Construction Budget (\$22M)**



# 1. Trades and Technology Centre

**1. Trades and Technology Centre** – 7,670 square metre building with mass timber elements to consolidate several trades programs into one location with space for inter-trade collaboration.



<b>Trades &amp; Technology Centre - Building Summary</b>	
<b>Base Building</b>	
Gross Useable Area	7,672 m2 (82,850 sf)
Occupied Levels	Four Levels of Learning & Applied Research Space
Structural Design	Steel & Concrete with some Wood elements, as permitted by code.
Parking	Two levels of underground for 270 vehicles spaces + 150 secure bike
<b>Program Features</b>	
Inter-collaboration Spaces	Learning Commons; Trades Maker Space; Theatre, Project Rooms
Applied Research	Building Sciences Centre Centre of Excellence
	Centre for Architectural Ecology
	High Performance Building Lab
Specialty Labs	Building Structures Lab; Building Materials Lab, Soils Lab
	Piping Simulation Lab; Piping Cross Connection Lab
	Hygrothermal Lab; Hydraulic Lab; HVAC Lab;
	Indoor Climate Simulation; Acoustics Lab; Environmental Lab
<b>Sustainability Features</b>	
Design Target	Step 4 of the Energy Code (Equivalency) - Net Zero Ready
	Net Zero Options - District Energy & Roof Solar Panel
	Guichon Creek Daylighting
	Water balanced storm water management / storm infiltration
<b>Accessibility &amp; Inclusion</b>	
Design Target	Rich Hansen Accessibility Certified
	Gender Inclusive Washrooms
	Trades Discovery Centre



## Ecological restoration of Guichon Creek –



## 2. Carpentry Pavilion –



Carpentry Pavilion (NE21) - Building Summary	
<b>Base Building</b>	
Gross Useable Area	715 m2 (7,700 sf)
Occupied Levels	One Level of Learning, Tools & Project Assembly Space
Structural Design	Mass Timber
Parking	Infil Site - No Parking
<b>Program Features</b>	
Instructional Classroom	Modern carpentry classroom with AV technology
Tools Work Area	Safely spaced tools zone adjacent to assemble project areas
Project Assembly Area	Covered work area, acoustically designed
Material Storage	Secure and forklift accessible wood storage racks
<b>Sustainability Features</b>	
Design Target	Step 4 of the Energy Code (Equivalency) - Net Zero Ready
	Net Zero Options - District Energy & Roof Solar Panel
	Acoustically designed to enhance learning
<b>Accessibility &amp; Inclusion</b>	
Design Target	Rich Hansen Accessibility Certified
	Gender Inclusive Washrooms



## 3. Marine Fitter and Mass Timber Facility



<b>Steel &amp; Mass Timber Facility (NE12) - Building Summary</b>	
<b>Base Building</b>	
Gross Useable Area	754 m2 (8,116 sf)
Occupied Levels	One Level of Covered Project Assembly Space
Structural Design	Steel with some Wood elements, as permitted by code.
Parking	Infil Site - No Parking
<b>Program Features</b>	
Project Assembly Area	Covered work area, acoustically designed, large gantry crane(s)
Material Storage	Secure and forklift accessible storage racks
<b>Sustainability Features</b>	
Design Target	Acoustically designed to enhance learning

## 4. Campus Services Centre –



Campus Services Centre	
<b>Base Building</b>	
Gross Useable Area	3,250 m <sup>2</sup> (34,982 sf)
Occupied Levels	One Level of Trades & Printing Shops + One Level of Office (160 staff)
Structural Design	Mass Timber with Dowel Laminated Timber (DLT)
Parking	Secure service vehicle storage compound interconnect with SE30 Solar Powered electric service vehicle charging facility
<b>Program Features</b>	
Specialty Shops	Imaging & Printing; Electrical; Plumbing; Carpentry; HVAC Trades Worker Touch Down Desk Areas / Wet Gear End of Trip
Material Storage	Limited "operational" storage in Trades Shops + SE30 Warehouse
<b>Sustainability Features</b>	
Design Target	Step 4 of the Energy Code (Equivalency) - Net Zero Ready Net Zero Options - Hybrid Heat Pump Geo-Exchange & Roof Solar Panel Guichon Creek Riparian Zone Storm Water Infiltration Bicycle End of Trip Shower Facility
<b>Accessibility &amp; Inclusion</b>	
Design Target	Rich Hansen Accessibility Certified Gender Inclusive Washrooms



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# THANK YOU

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BRITISH COLUMBIA  
INSTITUTE OF TECHNOLOGY



BCIT



## Introduction & Overview

# Community Benefits Agreement

Madeline Kozak  
Manager, Stakeholder Relations

Greg Johnson,  
Executive Director, Stakeholder Relations  
and Project Development

July 2022







## Introduction to BCIB and the CBA

# OUR MODEL



## MANDATE

Direction from the Province

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## COMMUNITY BENEFITS AGREEMENT

An equity development tool

- Local hiring
  - Labour supply
  - Apprenticeship opportunities
- 

## PARTNERSHIP WITH UNIONS

Co-signers of the CBA

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## RESPECTFUL ONSITE INITIATIVE

Clear focus on culture





Partner in the Successful Delivery  
BCIB CBA PROJECTS

PATTULLO BRIDGE



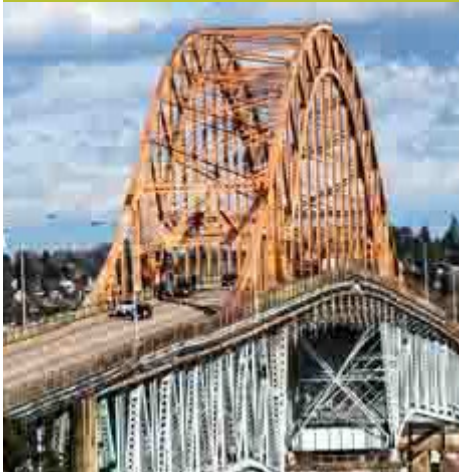
BROADWAY  
SUBWAY PROJECT



BCIT TRADES AND  
TECHNOLOGY  
COMPLEX



TRANS CANADA  
HWY 1 FOUR- LANING



COWICHAN DISTRICT  
HOSPITAL  
REPLACEMENT  
PROJECT





### Supplier & Employer

- **Recruiting** and **Priority Hiring** for underrepresented workers
- **Apprentice** and **Trainee** opportunities
- A **safe** and **respectful** worksite through our Respectful Onsite Initiative

## PROGRESSIVE CONSTRUCTION EMPLOYER

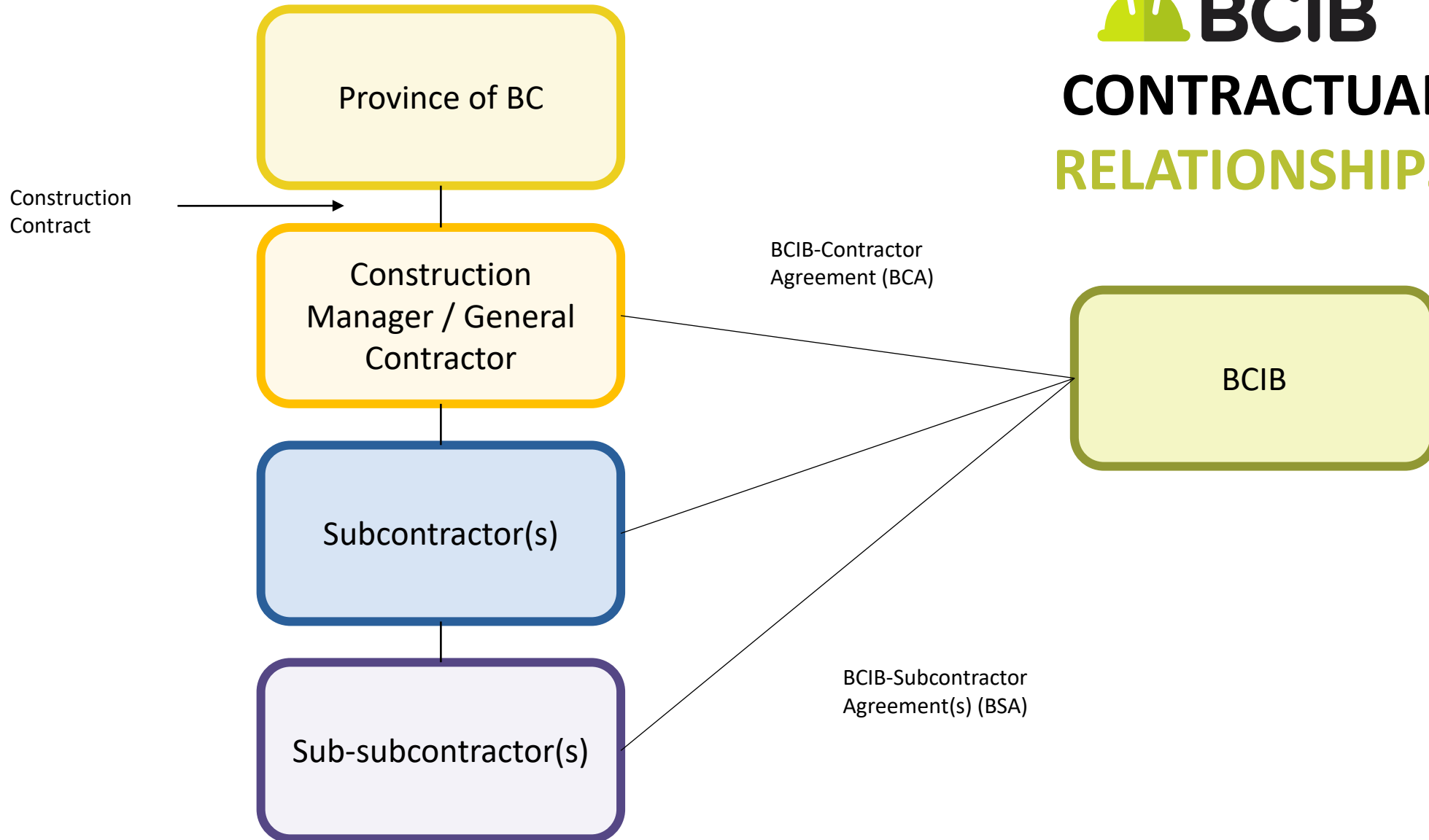


### Connector

- Recruit applicants and candidates to apply for BCIB jobs
- Connect local community equity groups with Priority Hiring opportunities
- Refer to pre-employment and employment support resources



# **BCIB** **CONTRACTUAL** **RELATIONSHIPS**





## OPERATIONAL RESPONSIBILITIES FOR THE WORKFORCE

Contractor / Subcontractor	BCIB
Day-to-day direction, scheduling and supervision of workers and the performance of the work	On-site presence and HR support for the skilled workforce and contractors, including discipline
Forecast workforce demand	Outreach and recruitment to underrepresented workers
Prepare, approve and submit timesheets to BCIB, pay invoice to BCIB	Manage and process payroll
Request workers	Source qualified workforce and apply priority hiring





CBA tools for growing and diversifying  
the skilled trades workforce

## PRIORITY **HIRING**

- Groups hired first among equally-qualified candidates:
  - Indigenous peoples
  - Locals
  - Women
  - Persons with disabilities
  - Other under-represented groups
- Priority Hiring applies to Name Requests and BCIB/AIRCC Dispatch





Trainees and apprenticeship targets are developed for each CBA project with the project team.

## APPRENTICES & TRAINEES

Outreach, Recruitment and Workforce Development are focused on identifying applicants and candidates who

- Benefit from the network of CBA projects to move through their training to certification
- May benefit from informal training assessment to challenge exams
- Need a sponsor for their apprenticeships





# Illecillewaet: Paving the Way

## Illecillewaet Project Report Card

- **18%** of workers were apprentices or trainees
- **17%** were Indigenous, compared to the provincial industry average of 6%
- **14%** were women, compared to the provincial industry average of 6%
- **19%** came from other underrepresented groups, such as (non-Indigenous) racialized, and 2SLGBTQ+ workers
- **94%** of workers were British Columbians, 80% of whom came from the surrounding regions.

Equity stats from the first CBA project.



**RESPECTFUL**  
ON SITE  
INITIATIVE

**CULTURE CHANGE:**  
**BCIB's RESPECTFUL ONSITE**  
**INITIATIVE**

- History Matters Indigenous Cultural Competency Training
- JEDI – Justice, Equity, Diversity and Inclusion Training
- Reconciling Bias and other ongoing supports





“The non-Natives that work here, they had no clue what was going on... our culture and history. For them to actually find a place in their heart for us, that has a lot of meaning for us. We are one unit and that is how we should always be.”

JOEY  
lives near the Illecillewaet Highway 1 project. Because of the CBA, locals like Joey get hired and re-hired first on major projects.



“The [Respectful Onsite Initiative was] informative for everyone in our group. It opens your eyes to a different perspective that you may have not seen on a day-to-day basis, but other people are dealing with all the time.”

Brad was a Superintendent on the Illecillewaet HWY1 project. He's with Emil Anderson Construction.





Wages and payroll

# PAYROLL & FINANCIAL

Project and trade-specific wage rates are in the CBA



Contractor responsible for preparing and approving electronic timesheets, and uploading to BCIB



BCIB manages all payroll



Pay period is every 2 weeks



BCIB issues a payroll invoice to contractors and subcontractors  
Payment is due within 5 business days of invoice





Safety and training

# OCCUPATIONAL HEALTH & SAFETY



Safety is BCIB's top priority, and it is a shared responsibility



Both BCIB and the Contractor have OHS Employer duties and responsibilities, per the Workers Compensation Act and OHS regulations



BCIB requires all Employees complete foundational safety training (SiteReadyBC)



BCIB will conduct Safety System Assessments on the jobsite and share the findings with the Contractor and the Owner



WorkSafeBC claims administration is a contractor responsibility

# TRAINING HOURS

## All employees:

Training type	Length and timing	Responsibility
Foundational Safety Training (SiteReadyBC)	- 6-8 hours before start of work	- BCIB provides the licence - Requirement prior to employment
Onboarding and Orientation (day 1 prior to working)	- 10-12 hours on the job - BCIB works with contractors to schedule the training	- Contractor pays employee hours
Respectful Onsite Initiative: - History Matters - Justice, Equity, Diversity and Inclusion	- Required for all BCIB employees, available for all workers on-site	

## All supervisors:

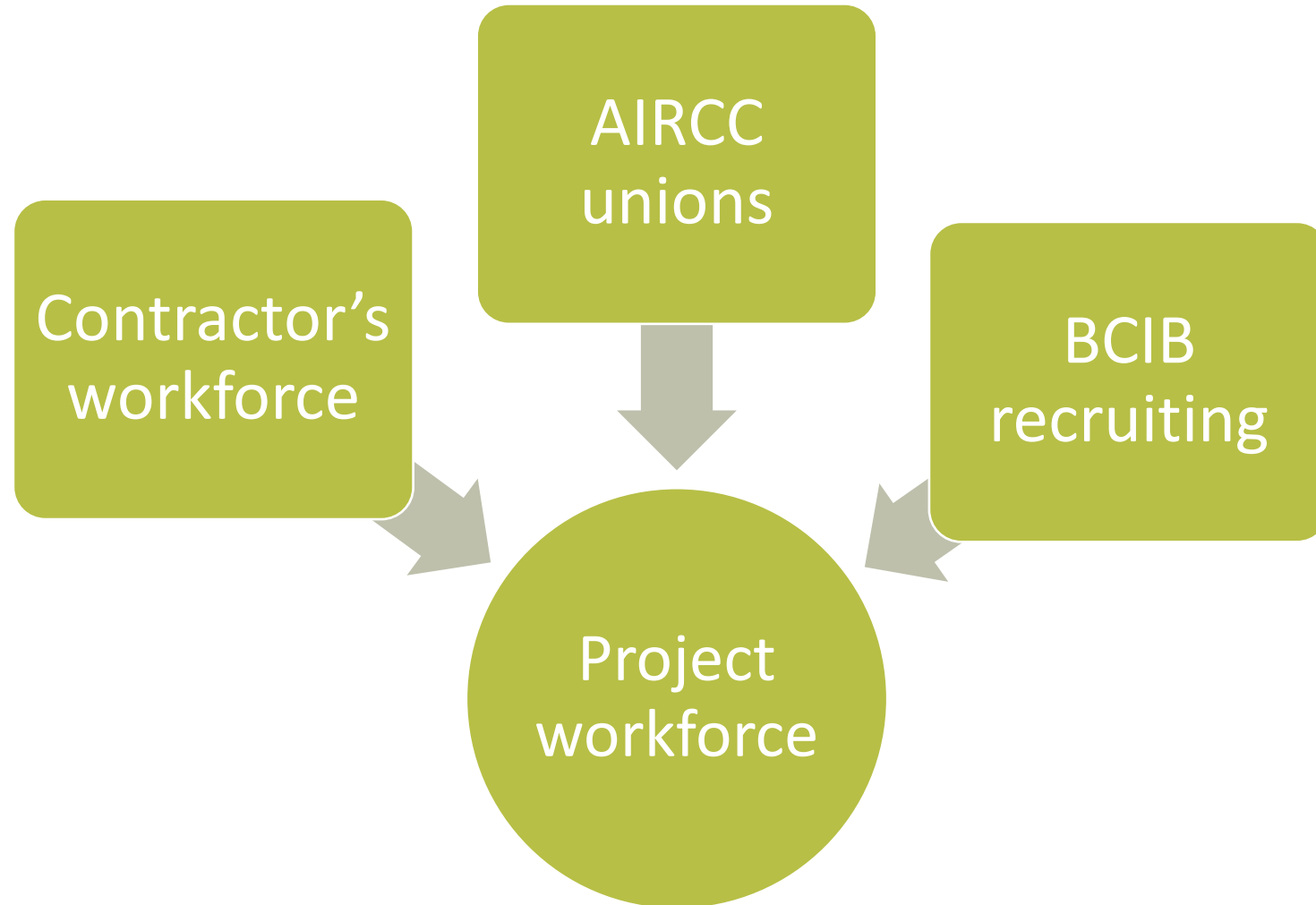
Supervising for Safety	- 2 days - Before the start of work - Mandatory for anyone supervising BCIB employees	- Contractor pays employee hours
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Workforce supply and dispatch

# WORKFORCE SOURCING



## **DEFINITION OF EMPLOYEE: ARTICLE 2.309**

CBA Article 2.309 defines BCIB Employees.

- Supervisors and non-working forepersons ARE Employees.
- Off-site staff, like project management staff or admin staff, are NOT Employees.



## UNION MEMBERSHIP

- BCIB's worksites are unionized
- BCIB employees are required to join one of the 19 AIRCC unions within 30 days
- "No raid clause" in Article 5 of the CBA

## **PERMITTING: ARTICLE 8.400**

Permits are available for:

- Emergency or temporary works
- Intermittent works (e.g. mobilization, de-mobilization)
- Specialized work or qualifications AIRCC unions unable to fulfill

Permitted contractors need to pay workers CBA rates

# EXAMPLE: CBA ARTICLE 8.601 (A)

## 10 Employees, single trade

Name hire all supervisors up to and including non-working forepersons  
10 Employees left to hire:

Name hire any four (4) Employees (Employees 1 through 4)

6 remaining employees following repeating process:

Dispatch	Name Request	Name Hire
		Employee 1
		Employee 2
		Employee 3
		Employee 4
Employee 5	Employee 6	Employee 7
Employee 8	Employee 9	Employee 10

Total workforce composition:

- Name Hired supervisors
- 6 Name Hires
- 2 Name Requests
- 2 Dispatch



# EXAMPLE: CBA ARTICLE 8.601 (A)

## 21 Employees, single trade

Name hire all supervisors up to and including non-working forepersons

21 Employees left to hire:

Name hire any four (4) Employees (Employees 1 through 4)

17 remaining Employees following repeating process:

Dispatch	Name Request	Name Hire
		Employee 1
		Employee 2
		Employee 3
		Employee 4
Employee 5	Employee 6	Employee 7
Employee 8	Employee 9	Employee 10
Employee 11	Employee 12	Employee 13
Employee 14	Employee 15	Employee 16
Employee 17	Employee 18	Employee 19
Employee 20	Employee 21	

Total workforce composition:

- Name Hired supervisors
- 9 Name Hires by contractor
- 6 Name Requests by contractor
- 6 Dispatch

# EXAMPLE: CBA ARTICLE 8.602 (A)

## 21 Employees, multiple trades

Name hire all supervisors up to and including non-working forepersons

21 Employees left to hire:

Name hire any three (3) Employees (Employees 1 through 3)

17 remaining employees following repeating process:

Dispatch	Name Request	Name Hire
		Employee 1
		Employee 2
		Employee 3
Employee 4	Employee 5	Employee 6
Employee 7	Employee 8	Employee 9
Employee 10	Employee 11	Employee 12
Employee 13	Employee 14	Employee 15
Employee 16	Employee 17	Employee 18
Employee 19	Employee 20	Employee 21

Total workforce composition:

- Name Hired supervisors
- 9 Name Hires by contractor
- 6 Name Requests by contractor
- 6 Dispatch

# RESOURCES

## BCIB.CA/CONTRACTORS

- [Subcontractor's Guide to the CBA](#)
- [Contractor and Subcontractor Q&A](#)

## BCIB.CA/RESOURCES

- [Community Benefits Agreement](#)





**THANK YOU**

