



THE VOICE

Fall/Winter 2017

PRODUCED BY THE BC ROAD BUILDERS & HEAVY CONSTRUCTION ASSOCIATION FOR ITS MEMBERS AND INDUSTRY PARTNERS

2017-2018 EVENTS CALENDAR

ANNUAL GENERAL MEETING & WINTER CELEBRATIONS

December 7-9, 2017

The Fairmont Empress, Victoria

CCA ANNUAL CONFERENCE

March 12-15, 2018

The Fairmont Banff Springs, Banff

ANNUAL IVAN HANCHARD CHARITY GOLF TOURNAMENT

May 4, 2018

Northview Golf & Country Club, Surrey

FALL CONFERENCE

September 16-18, 2018

*Delta Hotels by Marriott Grand
Okanagan Resort, Kelowna*

ANNUAL GENERAL MEETING & WINTER CELEBRATIONS

December 6-8, 2018

The Fairmont Empress, Victoria

Inside This Issue

Page 2 BC Road Builders' Fall Conference Highlights

Page 3 2017 Betty Spalton Scholarship winner • Winter driving – what employers need to know

Page 4 "COR-to-SAFE" partnership provides ideal solution

Page 5 2018 WorkSafeBC preliminary rates

Page 6 Getting to Know You • BC Road Builders sector and committee opportunities



Save the Date for our AGM and Seasonal Celebrations Conference!

This year's AGM Conference is taking place at the Fairmont Empress in Victoria from December 7th to 9th. Mark your calendars and plan to be there as this will be a great conference!

The deadline for registration without additional administration charges is November 17 and all registrations are taken on a first come, first served basis. As always, the conference will provide excellent networking opportunities:

Thursday, December 7

- Leaders' Luncheon
- Construction and Maintenance Sector Meetings
- Alternate Program – The Fairmont Empress High Tea
- Grand Reception at the Royal BC Museum

Friday, December 8

- Construction Safety Breakfast
- Service & Supply Sector Meeting
- Alternate Program – Painting Festive Wine Glasses
- Deputy Minister's Contractor of the Year Awards Luncheon
- Gala Banquet Dinner & Dance (Theme: Celebrating Westcoast Canada 150 – formal/black tie optional attire)
- After Party

Saturday, December 9

- Champagne Brunch

There are many great sponsorship opportunities still available! Please contact the Association for details!



BC ROAD BUILDERS' FALL CONFERENCE HIGHLIGHTS



The BC Road Builders' Fall Conference held September 17-19 at the Marriott Grand Okanagan Resort was a great success with over 540 registered delegates!

Highlights included:

- At this year's Worm Burners Invitational Golf Tournament, the BC Road Builders were pleased to introduce the Callander Cup in honour of our industry partner and friend **Keith Callander** who passed away earlier this year. The friendly competition, which honours Keith who was a great sportsman and competitor, is for the lowest team score between the BC Road Builders and MOTI. **This year, the MOTI was the winner!**
- Transportation and Infrastructure Minister **Claire Trevena** participated in the board dinner, handed out mulligans at the Worm Burners Invitational and also had a meeting with the Past Chairs of the Association in attendance.
- The Service and Supply (S&S) Sector Carnival had a fantastic turnout. We raised \$1,865 for the BC Red Cross wild fire efforts at the ringtoss! Thanks to our S&S companies for sponsoring this fun event.
- **Kevin Richter**, Assistant Deputy Minister of Transportation and Infrastructure addressed the members in a unique presentation highlighting our great partnership.
- Chair **Steve Drummond** provided an update highlighting progress made on some of the Association's key goals for the year.

- BC Road Builders members and partners had a great day and some great scores at this year's Fall Classic Golf Tournament.
- The Kal Tire Reverse Draw was once again a lot of fun! Congratulations to this year's grand prize winners who split the \$5,000 cash prize, **Cori Funk** from Lakes District Maintenance and **Inge Wilson** from Emil Anderson Construction, and all of the evening's other winners!
- Sector meetings were well-attended and informative.
- The BC Road Builders' board of directors cooked and served delicious pancakes at the Partners' Breakfast.
- The rapid fire workshops provided information on interesting topics including:
 - » MMCD Update: You will lose when you don't know the rules
 - » Construction Industry Training Network Update: Training System in BC
 - » Ministry of Environment Update: Results of compliance audit on asphalt plants in BC and updates on application
 - » Duty to warn: Traffic control in road construction zones
 - » Getting emergency slides and maintenance issues off the books

Thank you to all of our members and MOTI/industry partners for participating in this year's Fall Conference. And a special thanks to all of the companies who volunteered and contributed items to the Carnival Night and Kal Tire Reverse Draw!

BC ROAD BUILDERS FALL CLASSIC GOLF TOURNAMENT WINNERS (FOR BRAGGING RIGHTS):

THE BEAR

1st Place – Lowest Gross (Score 60)

Jon Futer, *OK Industries/Island Asphalt*
Barry Chalmers, *OK Industries/Island Asphalt*

Dean Iannacone, *Brandt Tractor*

Norden Sieg, *Safe Roads Highway Products BC*

Closest to the Pin

Alex Holowsko, *Westerra Equipment*

Longest Drive

Dean Iannacone, *Brandt Tractor*

THE QUAIL

1st Place – Lowest Gross (Score 64)

Sam McGhee, *Dawson Construction*

Tom Boake, *Dawson Construction*

Lyle Norrie, *Finning Canada*

Vince Aldridge, *McLean & Armstrong*

Closest to the Pin

Dave Muir, *Shuswap Testing c/o Metro Testing*

Longest Drive

Tim Huffman, *Peter Kiewit Sons*



2017 Betty Spalton Scholarship winner is Danielle King



The Betty Spalton Scholarship Fund was established in 1999 to provide financial support to individuals obtaining educations in fields associated with the road building and heavy construction industries. The fund honours Betty Spalton, an industry and association leader who made a big impact on the industry before her sudden passing in 1999.

This year the Betty Spalton Scholarship winner is **Danielle King**. Danielle is in her fourth and final year of the Bachelor of Engineering in Civil Engineering program at the British Columbia Institute of Technology. She is primarily interested in heavy civil works including bridges, dams and highways. This year she is taking additional structural engineering courses to improve her knowledge of infrastructure projects. Following graduation in May of 2018, she intends to work towards a Professional Engineer (P.Eng.) designation and further her career in the heavy construction industry.

Winter driving – what employers need to know

Motor vehicle crashes are a leading cause of workplace deaths in BC. Winter conditions, such as freezing temperatures, rain, snow, black ice and reduced daylight hours can present serious hazards for occupational drivers, whether they drive a vehicle full time, or just as part of their job.

Every employer in BC must ensure the health and safety of all workers in their “workplace on wheels.” As an employer, it is your responsibility to establish and maintain an effective safety program that addresses the risks and hazards associated with the winter driving season (October 1 to March 31).

Understand your legal responsibilities

- You are legally responsible for the safety of your workers. Know your responsibilities as an employer under the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. Visit BCLaws.ca and WorkSafeBC.com for more information).
- As an employer, you must meet the standards and test of “due diligence” (i.e. you must take all reasonable care to protect the well-being of employees).
- Remedy unsafe conditions and take action when someone informs you about a hazardous situation.
- Support the safety activities of supervisors, drivers and your organization’s safety representative or safety committee.
- Ensure your drivers have the safety training they need.
- Know and understand the requirements of the *BC Motor Vehicle Act* and associated regulations.
- Ensure that your managers, supervisors, workers and contractors

understand their responsibilities under your company’s safe driving policy, the *Motor Vehicle Act*, the *Motor Vehicle Act Regulations*, the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. If your workers operate vehicles outside of BC, make sure they follow the applicable laws and regulations in those jurisdictions.

- Establish or strengthen safety and work-related driving policies and maintain an effective, up-to-date health and safety program. Consult the *Occupational Health and Safety Regulation* for program requirements.

Assess the risks, identify the hazards and develop strategies

The following information sets out steps and actions you can take to help meet your legal obligations and improve safety for workers who drive during the winter.

- Perform a yearly safety review to identify driver, trip, vehicle and environmental risk factors.
- Identify hazards—such as seasonal weather conditions, vehicle condition and road hazards—and develop policies and procedures to keep your drivers safe. Seek input from your drivers.
- Depending on the size of your business, develop a written strategy and/or an action plan to eliminate or reduce driving risks.
- For more information on risks, hazards and strategies, visit shiftintowinter.ca.





“COR-to-SAFE” partnership provides ideal solution

Contributed by the BC Construction Safety Alliance



In a first for enhancing workplace safety across the two industries, the BC Construction Safety Alliance and the BC Forest Safety Council (BCFSC) have penned a memorandum of understanding that smooths the way for COR construction companies to comply with safety requirements in the forestry sector.

The memorandum means COR contractors will be able to achieve the BCFSC’s SAFE Certification (similar in approach and goals to construction’s Certificate of Recognition) without having to first complete the extensive training and audits formally required. Instead, owners and supervisors take a 4-hour, online Forestry Safety Overview “conversion” course that orients them to local BC forestry conditions and safety expectations.

The course provides reciprocity for the purposes of obtaining the SAFE certificate by recognizing COR companies already have a good safety system in place and, at the same time, acknowledging the need for construction contractors to be aware of some important differences between the two industries with respect to safety, says Mike McKenna, BCCSA Executive Director.

“For example, there is a situation in forestry known as ‘Phase Congestion’, where different operators working during the same phase can create congestion that results in safety issues. This doesn’t happen in construction, where you don’t see that kind of overlap.”

The agreement is the first of its kind in BC and the result of a “great” collaborative effort between two organizations that were focused on safety first and the best way of achieving it, McKenna said. “We did the right thing by making construction contractors safer without having to engage in unnecessary work and audits.”

Rob Moonen, CEO of the BCFSC agreed. “We worked co-operatively with a goal of reducing the administrative burden associated

with completing two audits, while ensuring companies are aware of the unique hazards of the forest industry,” he said, adding that feedback to date on the course has been “very positive.”

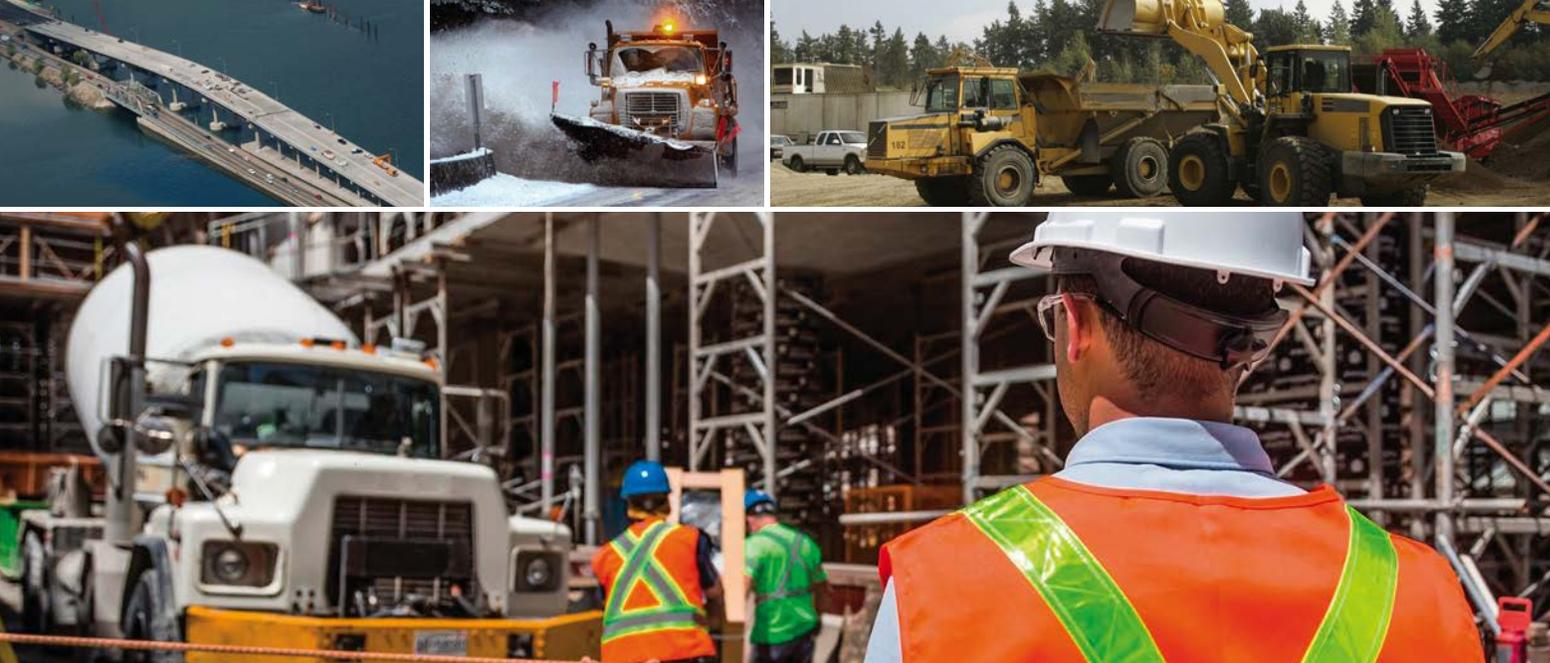
The BCCSA–BCFSC collaboration began after the BC Road Builders and Heavy Construction Association (BCRB&HCA) approached the Alliance for help with resolving a dilemma: COR certified road builders working in the forest sector, who are the most affected by SAFE requirements, were frustrated to learn that their forestry contracts were contingent on acquiring the SAFE certification—the result of a decision earlier this year by the BC Ministry of Forests, Lands and Natural Operations.

“This agreement recognizes the inherent differences between the two industries and also the one constant: worker safety.”

The memorandum provides a solution that works for all, says Kelly Scott, President of the BCRB&HCA. “Our members are very pleased with the new understanding. COR is the safety foundation that they operate under and having it now aligned with SAFE allows our members to contract in the forest industry without having to re-invent the wheel with regard to the SAFE-certified requirement. This agreement recognizes the inherent differences between the two industries and also the one constant: worker safety.”

To date, 35 individuals have taken the course, including 10 BCCSA COR companies. Among them is Emcon Services Inc., a road builder with a long-standing maintenance contract with the Ministry of Transportation and Infrastructure. Emcon President Frank Rizzardo couldn’t be happier with the outcome of the collaboration.

“The supervisor who attended found the course easy to access and navigate and commented that the material was highly relevant and straightforward,” Rizzardo said. “The course was also self-paced, which allowed the supervisor adequate time to understand the material and integrate COR and SAFE quality assurance practices. We were very pleased with the overall format and presentation.”



2018 WorkSafeBC preliminary rates

WorkSafeBC announces that the average base rate for 2018 is projected to drop from 1.65% to 1.55% of employers' assessable payroll. Lower claims costs and strong investment returns have enabled a lower average rate for 2018. Together with worker and employer stakeholders, WorkSafeBC is working to reduce serious injuries and enhance return-to-work opportunities. In doing this, we can collectively help to prevent injuries, improve return-to-work outcomes and ultimately lower insurance rates.

How the rates are set

The *Workers Compensation Act* requires WorkSafeBC to set premium rates annually for employers in order to pay for the workers' compensation system. Employers are placed in one of 547 classification units with other similar businesses. These classification units are then placed into one of 54 insurance pools referred to as rate groups.

Employers in each rate group pay the costs of injuries and diseases that occur to the workers within the group, with the intent that each rate group be self-sufficient with regard to compensation costs. This limits cross-subsidization between industries, maintains relatively stable insurance rates and limits growth of unfunded liabilities in the rate groups.

Each year, costs in some rate groups go up, some go down and others stay the same. In 2018, 63% of employers in BC are projected

to experience a decrease in their industry base rate, 11% will see no change and 26% will see their industry base rate increase.

Why WorkSafeBC publishes two average rate measures

WorkSafeBC publishes two measures of the overall "average rate." The first measure is the "published base premium rate" which is released at the time that rates for the upcoming assessment year are announced. This is an estimate based on long term payroll growth expectations. The second measure is the "aggregate premium rate" which represents the actual premiums paid by employers expressed as a percentage of their actual payrolls

Published base premium rate

This rate is the average base premium rate communicated each autumn once the Board of Directors has approved the industry base premium rates for the upcoming assessment year. It represents a composite of all the individual industry base premium rates published by WorkSafeBC averaged on the basis of estimated long-term industry payroll growth trends. Once the rates for the upcoming assessment year have been approved by the Board of Directors, the corresponding published base premium rate does not normally change — the exception is on those rare occasions when some individual industry rates get retroactively changed after the initial approval as a result of exceptional circumstances.



Aggregate premium rate

This rate is the composite of the individual industry base premium rates published by WorkSafeBC averaged on the basis of the actual payrolls reported by employers for the assessment year. In addition, the aggregate premium rate is adjusted for:

- Any net imbalance created by the experience rating plan
- Any premium shortfall created by base rate transition rules
- Any pre-2000 surplus or interest on that surplus credited to employers in the assessment year to reduce the net amount of premium payable to WorkSafeBC

This is equivalent to expressing the actual total collected premiums for the assessment year as a percentage of the actual total assessable payroll for that same assessment year. The most recent figure quoted for the aggregate premium rate is based upon anticipated premiums and payrolls, and will in general be revised in the following year, once actual premiums have been paid and actual payrolls have been reported.

For more information, visit: www.worksafebc.com/en/insurance/know-coverage-costs/industry-premium-rates/2018-rates



GETTING TO KNOW YOU

BCRB MEMBER PROFILE

If you would like to have your company profiled in a future issue, please contact Parveen Parhar (parveen@roadbuilders.bc.ca).



AMMANN

Jim Leech – Ammann-Group
www.ammann-group.com

What are the principle activities of your company?

Manufacturing of Asphalt & Concrete Plants, Compaction Equipment and RAP Shredders.

What is your role in the company?

Western Canadian Sales Manager

What current projects do you have underway?

Increasing our product portfolio in the market with Asphalt Plants and additional compaction products.

What is the size and location of your company?

Ammann is a sixth generation, family owned business with Headquarters in Langenthal, Switzerland. Ammann is an international company reaching around the globe.

Why do you like working at this company?

I receive positive reinforcement from upper management and the ability to offer new ideas and products to our customers creates a win-win environment.

What do you hope to achieve through your membership with the BC Road Builders?

Working closely with our dealer in BC, Westerra / Williams Equipment, to be able to meet and help the end users with their requirements in the road building industry.

Looking ahead: BC Road Builders sector and committee opportunities

The BC Road Builders and Heavy Construction Association is only as good as its members. We appreciate the countless member companies who allow their employees to volunteer on the Association’s various boards and committees.

As the AGM is coming up and our 2018 board of directors retreat will be taking place January 22nd and 23rd, we would appreciate your feedback.

Please review our current 2017 Work Plan on our website at www.roadbuilders.bc.ca/business_plan.php and let us know if you have any suggestions for the coming year. Also, if you or any of your employees are interested in becoming more active and involved, please email kelly@roadbuilders.bc.ca and advise how and where you would like to help.