

the independent

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ICBA now offers one-stop shopping for insurance and retirement

With the addition of ICBA's new retirement program for members, ICBA can now fulfill all your construction insurance and retirement needs right from our offices.

Our full service employee benefits brokerage is here to serve you and our helpful staff is happy to help you navigate the often complex benefits marketplace. Do you feel like you want to see what options are out there for your company? Give us a call and we'll put together a full cost comparison on the various underwriters. As a full service brokerage, we are also able to provide add-on coverage -- such as Critical Illness, life insurance, health spending account and more -- to any plan. We work hard to ensure you get the best value and the best fit for your business.

As well, the Independent Contractors Bonding & Liability Insurance program gives members access to great rates on their liability insurance needs and help with bonding.

Our new retirement program offers members quick and efficient set up of an RRSP plan for their employees. For company owners and executives, we also have individual pension plans that can help you receive non-taxable interest compounding until retirement.

To find out more about how ICBA can find the right insurance for all your company's needs, contact Donald Chu at 604-298-7795, toll-free at 1-800-663-2865 or email donald@icba.ca.

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Don't miss 6th Annual International Open Shop Conference in Kelowna

The International Open Shop Conference (IOSC) 6 will be held in Kelowna April 29 to May 1, 2010 at the Delta Grand Okanagan. This event will provide contractors with knowledge and resources to help their businesses survive and prosper during these turbulent economic times. The conference will also provide plenty of activities for your spouse to enjoy, including a wine tour and tastings at some of the best vineyards Kelowna has to offer.

To find out more about the conference and to register go to http://meritadvantage.com/iosc6/iosc6_main.html.





Construction Industry's Retirement Program offers more

With ICBA's new group retirement program, now is the right time to offer your employees a pension plan. The **Construction Industry's Retirement Program** offers competitive costs and simpler administration. There are no fees to the employer, a quick and efficient set up process, and time-saving, state-of-the-art administration tools. Your employees will see immediate tax benefits and be assured of expert monitoring of investments.

Offering a pension plan to your employees will reward valuable staff, provide a way to attract high performing employees, strengthen your bond with employees while helping them reduce taxes and create a better future.

For more information on the new **Construction Industry's Retirement Program**, contact Donald Chu at 604-298-7795 or donald@icbabenefits.ca.

IBEW job targeting funds directed mostly to four contractors

More than 40 per cent of a \$24 million job targeting fund set up by the International Brotherhood of Electrical Workers (IBEW) went to four contractors.

Documents introduced in court during a case between Local 213 of the IBEW and the Independent Contractors and Businesses Association (ICBA) show that four contractors (Canem West, Inlet Electric, Mott Electric, and Canem Systems) received over 40 per cent of the approximately \$24 million in job targeting funds distributed by the union between 1992 and 2002.

These figures are coming to light now as long-standing court actions are finally resolved. The IBEW sued ICBA for defamation for comments made about its job targeting program in a 2002 Vancouver Sun news story. The judge ruled in ICBA's favour in a 2007 decision saying "...it is unseemly for the plaintiff (IBEW 213) to attempt to squelch discussion through resort to defamation action."

ICBA had to go back to court when the IBEW objected to ICBA disclosing the documents introduced at trial. Just recently ICBA won, with the Court of Appeal agreeing that it had the right to share the information about how the job targeting funds were allocated within the group of IBEW-certified contractors.

Job targeting funds (sometimes called union stab funds or market recovery funds) are brought in when a union contractor is bidding against open shop companies. The unionized contractor can apply to the union for money to artificially reduce its labour costs. The unionized contractor can therefore submit a lower bid using the union money to help underwrite its bid.

ICBA has consistently opposed job targeting funds on the basis that it violates the spirit of labour and competition laws in Canada, a position accepted by the Alberta government when it recently passed legislation strictly limiting how these funds are collected and used.

Beyond the principled arguments against job targeting, workers and contractors who participated in the program may well have questions about how so much job targeting monies ended up being allocated to such a small number of contractors. For a complete list of recipients, projects subsidized and subsidy amounts, visit www.icba.ca.

Buy Merit: Watch for new campaign this Spring

ICBA is excited about a new presentation we will be making to educate buyers of construction services about where their money is going when they hire contractors certified by the building trades versus open shop contractors. Watch for more information about the Buy Merit campaign coming later this Spring.

From the Blog – What Philip Hochstein has been writing for VancouverSun.com

Construction Pricing Bottomed in 2009, Headed Back Up in 2010: <http://communities.canada.com/vancouverSun/blogs/communityofinterest/archive/2010/01/22/construction-pricing-bottomed-in-2009-headed-back-up-in-2010.aspx>

Job targeting funds from IBEW 213 disproportionately allocated: <http://communities.canada.com/vancouverSun/blogs/communityofinterest/archive/2010/01/25/job-targeting-funds-from-ibew-213-disproportionately-allocated.aspx>

Another union uses Olympics as chance to advance its own agenda: <http://communities.canada.com/VANCOUVERSUN/blogs/communityofinterest/archive/2010/02/04/another-union-uses-olympics-as-chance-to-advance-its-own-agenda.aspx>

Shameful that food workers are striking at YVR during Olympics: <http://communities.canada.com/vancouverSun/blogs/communityofinterest/archive/2010/02/18/shameful-that-food-workers-are-striking-at-yvr-during-olympics.aspx>



ICBA fleet program

ICBA is excited to announce a new partnership with Chrysler Canada to offer members the advantage of fleet pricing for work vehicle purchases and leases.

Normally a company must have five vehicles (leased or purchased) registered in their name or order three at one time to qualify for fleet eligibility. Under this new program, even members requiring only one vehicle are eligible to receive the benefits of the Fleet Program.

When it is time to re-evaluate your company's vehicle situation make sure you have a look at www.fleetchrysler.ca. To take advantage of this program and for more information, contact Mark Main of Howard Carter Lease (part of the Carter Auto Family) at 778-836-8169, toll free at 1-877-311-2266 or at markthecarguy@gmail.com.



Team ICBA at 2009's Bowl for Big Brothers

Support ICBA Staff in Bowl for Big Brothers Classic

ICBA staff and friends will be participating for the third year in the annual Bowl for Big Brothers Classic. All proceeds from the event go to the Big Brothers of Greater Vancouver Foundation to support their mentoring programs and the friendships they create.

Last year the ICBA team raised \$3,300 and received an award from Big Brothers for being the top fundraising club or association.

For 2010, the ICBA team will be bowling on Friday, May 7th at Revs Bowling in Burnaby. To make a secure online pledge to Team ICBA, visit www.BIGcanadaEH.ca, or go directly to <http://my.e2rm.com/TeamPage.aspx?teamID=143017&langPref=en-CA>

Every pledge will help make a difference in a child's life. Your generosity is greatly appreciated!

ICBA to host HST seminar on March 26

Get ready for the HST in BC and learn how it will impact construction. ICBA is presenting a seminar on Friday, March 26 led by KPMG Enterprise (www.kpmg.ca/enterprise) experts Ed Militzer and Patrick Banham.

Harmonized Sales Tax (HST) is coming soon and BC businesses must prepare for it. Geared towards the construction sector, this seminar will provide you with valuable and current information to understand and plan for the HST being implemented in BC effective July 1, 2010.

The presentation will review:

- /// benefits and issues of the HST
- /// restricted input tax credits
- /// new housing rebates
- /// transitional issues
- /// tax filings for 2010
- /// issues for IC&I
- /// planning opportunities for the construction industry

The presentation will also touch on the highlights of the 2010 federal budget to be tabled on March 4, 2010 and the implications for your private business.

For more information or to register, visit www.icba.ca or call 604-298-7795.

Mr. Hochstein goes to Ottawa

Philip Hochstein, ICBA's President, was invited to Ottawa along with Steven Kushner of Merit Alberta, representing Merit Canada, to meet with senior staff from the federal government. The Merit Canada representatives met with Human Resources and Skills Development Canada and the Prime Minister's Office, and discussed issues related to fair wage policies, apprenticeship, and the unbalanced representation on the Construction Sector Council.

Hochstein says they were very warmly received, and this is likely the first of many forays to Ottawa to bring Merit Canada issues into the federal agenda.

Human Resources Toolkit helping BC contractors

Feedback from construction contractors on ICBA's new Construction Industry Human Resource Toolkit has been very positive. As work volumes begin to ramp up across the province, contractors are often ill-prepared for personnel issues. The Construction Industry Human Resource Toolkit helps contractors tackle HR situations.

The CD-Rom contains a wealth of human resources information, forms, checklists and tips covering topics like hiring, termination, employee handbooks and employee evaluations. As an added service, ICBA will keep the HR Toolkit current through periodic updates and bulletins. The HR Toolkit and updates are free to ICBA members and will be made available to others for a fee.

To help contractors learn how to use the HR Toolkit and deal with HR issues, ICBA will be hosting more HR seminars in the coming months. Look for sessions on termination of staff, including risk management, proving just cause and severance, conducting hiring interviews and performance reviews, reference checks, and an overview of employment standards.

For information on the HR Toolkit, contact Dave Rockliff at 604-298-7795 or visit www.icba.ca.



Individual Pension Plan

An Individual Pension Plan or IPP is a tax solution that allows for thousands of tax-deferred income dollars (from an incorporated business) to be invested into an IPP structure, allowing the owner/executive non-taxable interest, compounding until retirement.

An IPP allows assets to be moved from the business to the owner on a tax-deductible basis, which protects these assets from creditors while the owner/executive receives non-taxable interest. All costs associated with an IPP are tax deductible to the sponsoring company, meaning the sponsoring company, not the individual, incurs as much of the deductible cost as possible.

To find out more about IPPs contact Donald Chu at donald@icba.ca or by phone at 604-298-7795.



Insurance for financial freedom to recover from critical illness

ICBA now offers a new Critical Illness Insurance program for ICBA members and their employees.

Critical Illness coverage provides a lump sum payout upon diagnosis of a critical condition such as cancer, heart attack and multiple sclerosis. There are no restrictions on the payout and it will allow you the financial freedom to focus on recovering. This new program offers coverage levels between \$25,000 and \$100,000 for individuals between the ages of 18 and 69.

For more information, rates, and applications go to www.icba.ca/employee_health_plans/critical_illness.htm or call ICBA at 604-298-7795.

Building Permit statistics for December 2009

Contractors took out \$6.2 billion in building permits in December, up 2.4% from November and 32.6% higher than in December 2008. The increase in the value of permits in December was entirely due to the non-residential sector. Conversely, the upward trend in the total value of construction intentions in 2009 was largely due to the residential sector. In BC, residential permits were up, while non-residential permits were up 6.5 per cent over September. This gain was largely attributed to educational institution projects. For full details, visit <http://www.statcan.gc.ca/daily-quotidien/091207/dq091207a-eng.htm>.

	December 2008	October 2009	November 2009	December 2009	November to December 2009	December 2008 to December 2009
<i>Seasonally adjusted</i>						
<i>\$ millions</i>				<i>% change</i>		
British Columbia	357.3	671.0	783.2	884.1	12.9	147.4
Residential	187.0	479.6	542.1	665.8	22.8	255.9
Non-residential	170.3	191.4	241.1	218.3	-9.4	28.2
Kelowna	15.8	25.9	33.6	44.6	32.8	181.6
Abbotsford	3.6	14.0	12.4	12.2	-1.7	240.8
Vancouver	193.3	344.9	485.3	590.5	21.7	205.5
Victoria	29.5	46.4	69.2	66.8	-3.4	126.5

Canadian labour market looking up, but construction lagging

According to Statistics Canada, the labour market in Canada showed massive job gains in November 2009, but in contrast to this trend, construction employment nationally decreased by .6 per cent or 7,200 to 1.17 million in November. In British Columbia, employment edged up in November by 0.4 per cent or 9,000 jobs. Since March 2009, employment has grown by 27,000 (1.2 per cent), in contrast to the downward trend observed in the last 12 months (40,000 or 1.7 per cent).

Construction employment in the Lower Mainland-Southwest region fell by three per cent or 3,400 persons in November to 108,100. This is lower than last year, down 11 per cent year-to-date.

Cost of new housing in Vancouver, Victoria fell in December

The cost of new housing in BC's two largest metropolitan areas continued to fall in the last month of 2009. In Victoria, new housing prices slipped 8.2% over December of 2008, while homebuilders in the Vancouver area received 2.2% less for their projects.

New housing prices had been climbing rapidly since the spring of 2001, but began to slip at the end of 2008 and have remained relatively volatile ever since. December marked the 15th straight month of year-over-year declines for both cities. During most of this downturn, building costs have been the main source of deflationary pressure, and December was no exception.

Land costs inched up 0.2% in Victoria, while the price of new housing fell 14.2%. Similarly, in Vancouver, the cost of land increased slightly (+0.1%) over December of 2008, but building prices continued to decline (-3.8%). Nationally, new housing prices were 0.9% lower in December than in the same month of 2008, marking a full 12 months of year-over-year declines.

Data Source: Statistics Canada

Apprentices by the numbers

ICBA proudly sponsors more than 1,500 apprentices from nearly 200 member companies.

In 2009, ICBA issued 805 bursaries totalling \$161,000 to apprentices and 148 gift cards to those who scored 90 per cent or greater in their courses. Congratulations to the 142 apprentices who became Journeymen in 2009.

Congratulations also to the 22 apprentices who have become journeymen so far this year.



Great resources on wages and salaries at WorkBC website

WorkBC is the BC Government's source for labour market information, and now you can also find the new BC Stats Wage and Salary Survey.

The 2009 survey provides vital up-to-date wage and salary information to help:

- employers to recruit and retain employees
- job seekers to make informed decisions about career, education and job offers
- researchers and decision-makers to develop sound public policy
- employment and settlement service providers to help their clients

In the survey, you'll find searchable information on part-time and full-time wages, hours of work, hiring difficulties, and vacancies for more than 100 of the province's most common occupations

The survey targeted the top 100 occupations in BC's three largest economic regions and the top 35 occupations for the other five regions.

To see the searchable survey results, visit www.workbc.ca.

YCP event March 24

The Young Construction Professionals will begin their 2010 events series on March 24th with a breakfast event focused on the past, present and future of the construction industry.

Encourage your young workers to get involved in these events as they present a great networking opportunity for the future leaders of the construction industry. If any of your young guns are interested in learning more about the group, they can send an email to dave@icba.ca and ask to be included on our distribution list or they can search for the YCP Facebook group by entering "Young Construction Professionals" in the Facebook search bar.



ICBA member discount programs

Members and their employees receive discounted room rates when booking at all five Accent Inns across BC. Ask for the ICBA rate when booking at www.accentinns.com or 1-888-663-0298.



Receive discounted cellular phones and plans through Bell Mobility. Contact ICBA at 604-298-7795 or info@icba.ca for the latest offer.



Receive preferred room rates across Canada at all participating Choice Hotels locations. Quote ICBA's Corporate ID 00088857 when booking at www.choicehotels.ca or 1-800-4 CHOICE.



ICBA member employees receive 10% off CSA approved footwear, jeans, Carhardt merchandise, and other workwear at any Mark's Work Wearhouse location. If you have not already ordered 2010 discount cards for your employees, please contact ICBA at 604-298-7795 or info@icba.ca.



Get special corporate rates when renting vehicles at Thrifty. When reserving, quote your ICBA corporate discount number, 1660225426. Visit www.thrifty.com or call 1-800-THRIFTY.



Get 25 per cent off payroll services on ADP's standard price, using their telephone or fax solution or ADP's secure web-based payroll application, pay@work. ADP will also waive payroll implementation costs for ICBA member companies. Contact ADP at 1-866-787-8269 and mention the ICBA/ Merit Canada offer or visit www.adp.ca/chooseadp. If your company is already an ADP client, contact Sabrina Aslam at ADP at 416-207-7974 or sabrina_aslam@adp.com for two free months of processing.





Refer someone to ICBA and stock up on new tools

Take advantage of ICBA's referral program to fill your tool belt with brand new gear from Home Depot. Refer a company to us that could use one of our benefit plan products and when they sign up for one of our plans, we will send you a \$100 gift card. The referral form can be found online at icba.ca/employee_health_plans/documents/Referral.pdf, or contact the office to have a form sent out to you.

Remember, ICBA offers insurance products to any type of small or medium-sized businesses, so don't forget friends who work outside of construction! Every time a company you referred signs up for a plan, you'll get another \$100 gift card.

Host a plumbing student at your company

Vancouver Career College, an ITA-Approved Designated Training Institution, is looking for host companies for practicum students in the plumbing foundation program. Students would work without pay in your company for five weeks to gain first-hand knowledge and experience working on a construction site or with a service plumber.

As a host company, you will receive a student who is motivated to learn and eager to put his newly learned skills to use. These students learn the theory and practical knowledge in:

- /// Construction safety
- /// WorkSafe BC standards
- /// Fire prevention
- /// Rigging and hoisting
- /// Construction math and science
- /// Read and interpret construction drawings
- /// Hand and power tools use and safety
- /// Install pipe, fittings and valves i.e. copper, pex, iron pipe, cast iron, ABS, PVC with the related fittings and valves

The college provides general liability insurance coverage during the practicum period as well as paying the WorkSafe BC compensation premiums. In addition the College is available to assist the student and the host company in monitoring and evaluating. Host companies are asked to facilitate the learning process by providing students with the opportunity to gain practical experience in the areas listed above as well as provide an assessment of the student at the end of the placement. There is no obligation to hire the students after the practicum period is over.

For more information, contact Jim Robb at the Chilliwack Vancouver Career College Campus at 604-795-9911 or Mary Dekezel at Abbotsford Campus at 604-850-3523.

ICBA welcomes new members

Nordel Construction Ltd
701 - 17665 66A Avenue
Surrey, BC V3S 2A7
Phone: (604) 576-4838
Fax: (604) 576-4851
Contact: Amar Bains

Bolognese Bros Contracting
949 Sherwood Avenue
Coquitlam, BC V3K 1A9
Phone: (604) 524-4566
Fax: (604) 524-0983
Contact: Set Bolognese

Westland Insurance
300, 5455 - 152nd Street
Surrey, BC V3S 5A5
Phone: (604) 543-7788
Fax: (866) 775-6859
Contact: Jonathan Luiten

VI Modular Homes Ltd
560 Delora Drive
Victoria, BC V9C 3R8
Phone: (250) 324-2288
Fax: (250) 324-2266
Contact: Robert Matthews

Heritage Steel Sales Ltd
9718 197B Street
Langley, BC V1M 3G3
Phone: (604) 888-1414
Fax: (604) 888-5344
Contact: Martin Gobin

International Marine Floation Systems Inc
9365 River Road
Delta, BC V4G 1B4
Phone: (604) 930-9903
Fax: (604) 930-9955
Contact: Mac McCallum

Blue Star Marble Ltd
120 - 4691 Vanguard Road
Richmond, BC V6X 2P7
Phone: (604) 278-4092
Fax: (604) 278-4585
Contact: Bruce Li

Filipino Canadian Construction Society
4802 Fraser Street
Vancouver, BC V5V 4H4
Phone: (604) 879-3277
Contact: Renato Delos Santos

Glass Station
1161 Kingsway Avenue
Port Coquitlam, V3C 1S2
Phone: (604) 552-3738
Fax: (604) 552-3778
Contact: Randy Massey

Source Floor Specialties
110 - 20285 Stewart
Crescent
Maple Ridge, BC V2X 8G1
Phone: (604) 465-6287
Fax: (604) 460-9105
Contact: Lance Ferguson

Inline Construction Ltd
7570 Conrad Street
Burnaby, BC V5A 2H7
Phone: (604) 434-4284
Fax: (604) 434-2396
Contact: Gillian Bjordal

Taylor & Son Floors Plus Ltd
32670 McRae Avenue
Mission, BC V2V 2L7
Phone: (604) 832-1420
Fax: (604) 814-0028
Contact: Mark Taylor

TASA Construction Ltd
7548 Cariboo Road
Burnaby, BC V3N 4A9
Phone: (604) 522-8212
Fax: (604) 540-7025
Contact: John Vis

Laurentian Roofing
2940 Waterford Place
Coquitlam, BC V3E 2S9
Phone: (604) 716-6986
Fax: (604) 944-0481
Contact: Alex Maltais

Powerplay Electric Ltd
386 Beachview Drive
North Vancouver, BC
V7G 1P6
Phone: (604) 982-0300
Fax: (604) 982-0400
Contact: Jeff Holden

N R G Electric Ltd
6540 Leibly Avenue
Burnaby, BC V5E 3E3
Phone: (604) 759-9605
Fax: (604) 759-9605
Contact: Steve Perizzolo

Hawkeye Holdings
3396 Sexsmith Road
Kelowna, BC V1X 7S5
Phone: (250) 765-7007
Contact: Sheilagh Wilson

ICBA is a proud member of Merit Canada.

