



## Apprenticeship changes required, ICBA demands Industry Training Authority stop giving out members' employee lists

Through a recent advertising campaign by the Piping Industry Apprenticeship Board (the union plumbing school), ICBA learned that the Industry Training Authority (ITA) had shared detailed information about apprenticed employees with the union plumbing school. Other public, private and union schools have also been provided with apprentice contact lists by the ITA.

The ad from the union plumbing school featured ITA logos and many of our apprentices assumed they came directly from the ITA. Some apprentices felt the ITA was assigning them to the union school. This has outraged some ICBA members and apprentices.

ICBA demanded that the ITA stop giving our members' employee lists to any schools or other agencies. ITA says it has suspended the practice of giving out any apprentice information while it conducts a review of its practices around apprentice lists, marketing & use of its logos.

However, we feel that ITA has minimized the seriousness of this issue both as it relates to labour relations and misleading advertising. There continues to be a perception, supported by ongoing incidents like this, that the apprenticeship system is biased towards the unions.

ICBA member employers should talk with all their apprentices and recent journeypersons about preferred training providers and discuss that union and private training schools have had access to their information. Review the registration forms and authorization for collection and use of their private contact information with them. Until this issue is resolved, we recommend that apprentices do not authorize release of private information.

## Wage and Benefit Surveys collecting your feedback now

ICBA is doing a full round of surveys to the industry to gauge where wages and benefits are going for the next year. We are collecting responses online to make it easier for contractors to provide information on their sectors. This way we can ask all trades at the same time annually, and compile the information for release to members later this fall. You can find a link to the survey for your sector at <http://www.icba.ca/survey2010.htm>. If you haven't made the leap to working online, please call us at 604-298-7795 and request the survey by fax or mail. Deadline to complete the survey (which won't take very long!) is September 30.

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## Construction Industry Human Resource Toolkit coming soon

ICBA will be launching the **Construction Industry Human Resource Toolkit** to our members starting October 15th. This valuable resource for the construction industry will contain guidance and templates that cover a broad range of HR situations. The toolkit will be distributed to members on CD. ICBA will also begin running a series of expert-led HR seminars starting in November to provide support to the Toolkit. Stay tuned for more information.

## Be prepared for H1N1 flu virus this fall

Public health agencies are warning that there may be more cases of the H1N1 flu virus this fall and winter, which could affect all workers and worksites. To reduce the impact of H1N1 on your workforce, companies should learn about the virus and inform employees about prevention and treatment options. A vaccine should be available in November and we urge you to share this information and encourage workers to get vaccinated.

Fortunately, most of the cases of H1N1 flu in Canada continue to be mild, however serious illness and death could be expected. Public health authorities advise workers to continue their regular activities, but if they display flu-like symptoms, stay home until they resolve. This could take seven to 10 days. Limit contact with others to keep from infecting them. If you are concerned or have any questions (i.e. whether you should seek medical attention) please call HealthLink BC at 8-1-1.

For more information and resources on prevention and treatment, visit the Public Health Agency of Canada website at [http://www.phac-aspc.gc.ca/alert-alerte/swine-porcine/faq\\_rg\\_swine-eng.php](http://www.phac-aspc.gc.ca/alert-alerte/swine-porcine/faq_rg_swine-eng.php) and the Canadian Red Cross website at <http://www.redcross.ca/article.asp?id=31458&tid=001>.



## BC Safety Authority backs down on plan to raise fees

The BC Safety Authority heard the protest from industry and backed down on its plan to raise its rates in 2010. The Safety Authority was proposing to up the fees for inspections next year, and ICBA had been rallying members and informing the media and politicians to protest the fees. On September 18, the Safety Authority announced that rates will stay frozen at 2008 levels.

ICBA opposed the Safety Authority's plan to raise rates, and continues to oppose their plan to impose additional training and certification requirements on Field Safety Representatives, which will add \$10 million of real cost to the electrical industry in BC.

Our position is that the current economic slowdown should be the chance for agencies like the Safety Authority to examine their own costs and find places to cut, not to pass on costs to contractors who are already hurting.

The BC Safety Authority says it is facing rising core costs, but 60 per cent of their activities are directly related to construction. Since we are expecting a reduction in activity of about 25 per cent in 2010, their operations should be cut back. Instead, their labour costs are going up by more than \$4 million -- an increase of 18 per cent from 2008 to 2010. Their governance costs have risen 40 per cent in recent years. And despite being a regulated monopoly with virtually no risk, they maintain a capital reserve of nearly \$10 million.

The Safety Authority raised rates four per cent in 2008, four per cent in 2007, and through a "major fee table restructuring" in 2006, prices for inspections rose a whopping 27 per cent overall. Costs for the same inspections done by most municipalities are less than the Safety Authority. The BC Safety Authority must be held accountable.

Instead of passing costs on to its customers, the BC Safety Authority and other government bodies should take a hard and comprehensive look at their operations and spending, and transition both to more sustainable levels. The slowdown in our economy is the perfect impetus to find better ways of operating.

Thanks to all ICBA members who sent in submissions for the consultation on the rate increase. Without your participation, we would not have been successful in forcing them to see that raising fees was the wrong move.

## Hochstein blogging as part of Vancouver Sun's Community of Interest

The Vancouver Sun recently launched a group blog (an online journal or series of opinion articles) with a number of community leaders offering their own insight on issues of the day, and ICBA President Philip Hochstein is among the expert bloggers.

Over the summer Hochstein posted opinion pieces on the blog about the need for governments to do more with less, about the benefits of building new sources of green power and about the HST. The Sun is also publishing some of the bloggers' articles in the print edition of the paper, and Hochstein's blog posts have been picked up in print already.

Check it out [www.vancouver.sun.com/coi](http://www.vancouver.sun.com/coi), and feel free to comment on Philip's posts.



## Save the date: International Open Shop Conference

Mark your calendars for the International Open Shop Conference, being held April 29 to May 1, 2010 in Kelowna, BC. This international meeting of open shop contractors and associations is being hosted by ICBA and Merit Canada at the Delta Grand Okanagan Resort and Conference Centre. It is a great opportunity to network and learn about the open shop industry worldwide. You can also attend sessions that will help your business like "Managing in turbulent times," "Why good companies fail," and "Where your next job is coming from." Look for more details about registration soon from ICBA.





## ICBA's 20th annual Open Shop Open a success

On Friday, August 14th the ICBA hosted its 20th version of the annual Open Shop Open golf tournament. The day started off overcast for the 144 golfers (another sell-out!) but would end with the sun shining through, even for those golfers who had a tough day.

The day concluded with more than \$10,000 being raised for the Vancouver Resource Society (VRS), ICBA's charity of choice. The money raised every year goes towards renovation projects on VRS group homes. Some of the funds raised in the past have gone towards the installation of fire sprinkler systems, new windows and gas fireplaces for various homes.

Thanks to all the golfers and sponsors of this year's tournament for making it another huge success.

## Help a skilled immigrant settle into professional life in Canada

MOSAIC's Workplace Connections is a volunteer program matching skilled immigrants with Canadian professionals in an informal mentoring relationship for three months.

Mentors help their partners gain confidence in job searches, explore career options, practice interview skills and build professional networks. Mentors can develop relationships that truly make a difference and help newcomers succeed.

For more information, contact Astarte Sands at MOSAIC Workplace Connections, mentors@mosaicbc.com, 604-254-9626 x 483.

## HST offers many positives for BC's construction companies

We've found both positives and negatives for BC's construction companies in the introduction in July 2010 of a Harmonized Sales Tax (HST) that combines the current provincial tax of 7 per cent with the federal Goods and Services Tax of 5 per cent.

### Tax credits on business costs

The HST will remove all current provincial sales tax from business inputs, meaning the things contractors buy for their business -- everything from lumber to machinery to copy paper. The HST will be applied to everything that is currently subject to GST, so services and some goods that were only subject to GST before will now have 12 per cent tax on them, including labour costs.

On the positive side, you will get most or all of this back. When you charge PST currently, the tax collected is submitted in whole to government. Under the HST, businesses can claim back the entire 12 per cent in input tax credits, lowering your after-tax costs. Your customers who are themselves businesses can also claim back the HST you charge.

On the negative side, non-business consumers will be paying more tax. But with the construction market so incredibly competitive now, customers will likely see the cost savings realized from the elimination of the PST passed on quickly.

### Less paperwork

Another positive for those of you tasked with the administration of both the PST and the GST is that we will now have just one tax filing, meaning less staff time required and less paperwork.

### Effect on new home prices

On the negative side, a big concern for us is the effect on the price of new homes, which will now be subject to the full HST. The government plans to offer a rebate up to \$20,000 on new homes costing up to \$400,000 to make up for the added cost under HST. We are urging the government to index this threshold and consider regional differences in housing pricing when setting the maximum home price for HST rebates, so that the rebate keeps up with market costs and inflation.

### Leading to increased investment

Overall, we believe the HST makes BC an easier place to do business, which will increase business investment. That has been the experience in Quebec and the Atlantic provinces when they replaced their provincial sales tax with the HST.

More investment means more construction activity, which means more construction-related jobs.

In the long run, we believe this is a good move for British Columbia, even though the transition from the PST may be difficult and consumers will likely feel the pinch in the short term.

## A fast way to obtain police clearances

Did you know that you have an alternative to asking a local police department for a police clearance certificate? Police departments can take from two to four weeks for this, but the Commissionaires' Offices in BC can do the work in two to three days and the report comes directly to you.

To obtain a police clearance (also referred to as police check, police certificate, criminal background check, or criminal records check) from your local Commissionaires' office, your employee should bring two copies of a letter on the company's letterhead requesting a background/vulnerable sector search for a prospective employee. The employee must also provide proof of his/her full name, date and place of birth, address for at least the last five years, and two pieces of valid government-issued identification, one of which must be a photo ID. The fee is \$33 plus GST.

For more details and a list of offices, visit <http://www.commissionaires.bc.ca/site/services-business/business-fingerprinting-identification-police-clearances/>.

## Gold Seal certificates given out

Congratulations to the newest Gold Seal Certificate recipients.



Trevor Hennessey (Scott Construction Group) [R, pictured with Derm McNulty from the Canadian Construction Institute (CCI)]



Kevin Flatman (The Gisborne Group)



Harold VanOostrum (White Rock Iron Products) [R, pictured with Don White from CCI]



Jamie Clark (Aarc-West Mechanical Insulation) [R, pictured with Don White from CCI]

Congratulations also to:  
Bruce McLelland (Dayton Mills Construction), Rod Ellis (Dayton Mills), James Joyce (Dayton Mills), Rob Martin and Mel Taylor (Rock Mechanical Inc.).

## Trade tribunal slaps large duties on Chinese aluminum extrusions

The ICBA and western Canadian aluminum manufacturers have been unable to change a protectionist ruling from the Canadian International Trade Tribunal (CITT) in Ottawa that slapped large duties on aluminum extrusions from China.

In March, at the request of a number of central-Canadian producers, the CITT imposed duties of nearly 40 per cent on various aluminum extrusions from China. ICBA and several western producers tried to get the CITT to review the public-interest impacts of this decision, but CITT recently refused.

Aluminum extrusions are used by value-added manufacturers for a wide range of end-uses such as manufacturing aluminum curtainwall used in building the exterior of highrises and other large buildings.

Imposing duties on extrusions from China will of course increase prices for curtainwall and other goods. Manufacturers currently using Chinese suppliers will have to either factor the full 40 per cent duty into their costs, or (best-case scenario) find new suppliers with prices somewhere between current prices and the 40 per cent mark-up.

This decision may be devastating for some western Canadian extrusion users, for whom Chinese suppliers are an integral part of their supply chains and business models. Central Canadian producers, who will benefit from the ruling, do not even have a history of supplying the western market to any significant extent, and their product remains prohibitively expensive to ship out here in the volumes required. In the case of curtainwall, it's more likely that western Canadian demand will be met from the western United States.

ICBA is working with the Province of BC to lobby the federal government to undertake a review of the CITT's mandate and actions and to add a western Canadian perspective. We believe that rulings like this one don't reflect the importance of trade with Asia to the western Canadian economy, and ignore the global economic reality that favours open trading relationships.

## WorkSafeBC's 2010 Preliminary Rates to be held to small increases

In recognition of the financial impact many BC construction employers are facing as a result of the downturn in the current economic climate, WorkSafeBC has determined that no industry will experience a base rate increase of more than eight per cent between 2009 and 2010.

Based on the preliminary rates and projections for 2010, the construction industry will see an average decrease of 2.3 per cent. For example, the Industrial, Commercial, Institutional, or Highrise Residential General Contracting or Construction category will see rates drop 0.8 per cent, where painting or wallpapering will see rates drop 12 per cent.

Recently released WorkSafeBC statistics show that health and safety performance continued to improve in 2008. This is demonstrated by the reductions in the injury rate by six per cent in the construction sector and the serious injury rate remaining at 2007 levels.

Note however, that any premium shortfalls that arise through 2010 from this capping of increases will be incorporated into the rates of those industries in 2011. WorkSafeBC is assuming that in future years, businesses will be better able to absorb an increase. This may leave some construction sectors with a substantial deficit that WorkSafeBC will need to recoup at a later date.

A full list of proposed base assessment rates can be found at [www.worksafebc.com/insurance/premiums](http://www.worksafebc.com/insurance/premiums). ICBA will continue to monitor WorkSafeBC rates and keep members informed of any developments.



## Apprenticeship Completion Grant now available

ICBA apprentices can now apply for the federal Apprenticeship Completion Grant, a \$2,000 grant for eligible apprentices who successfully complete their apprenticeship training and receive their journeyman certification in a designated Red Seal trade on or after January 1, 2009.

Under the existing federal Apprenticeship Incentive Grant, apprentices are already eligible for a \$1,000 grant when they complete the first and/or second level of their apprenticeship program in a designated Red Seal trade, to a maximum of \$2,000. To date, more than 100,000 grants have been issued to Canadians across the country.

As a combined result of the two apprenticeship grants, apprentices who complete their training and become a certified journeyman in a designated Red Seal trade could be eligible to receive a total of \$4,000. Application forms and further information is available online at [servicecanada.gc.ca/apprenticeship](http://servicecanada.gc.ca/apprenticeship) or by phone at 1-866-742-3644.

## Building permit statistics for July 2009

Across Canada, the value of building permits taken out by contractors fell 11.4% from the month before. In BC, residential permits were up from June, notably multi-residential construction, but non-residential permits were down significantly from the previous month. Year-to-date, building permits for BC were 45.9% lower than in the first seven months of 2008.

	March 2009	April 2009	May 2009	June 2009	July 2009	June to July 2009
<i>Seasonally adjusted</i>						
<i>\$ millions</i>						<i>% change</i>
British Columbia	597.5	377.4	484.9	634.2	618.6	-2.5
Residential	237.6	248.6	261.8	312.0	373.8	19.8
Non-residential	359.9	128.8	223.1	322.1	244.8	-24.0
Kelowna	38.7	16.5	38.2	163.2	30.3	-81.4
Abbotsford	26.7	5.7	6.6	13.3	9.3	-30.7
Vancouver	203.2	173.6	247.8	245.5	350.6	42.8
Victoria	159.8	28.1	44.7	39.6	42.9	8.3

For full details, visit <http://www.statcan.gc.ca/daily-quotidien/090908/dq090908a-eng.htm>.

## Investment on construction declining in BC

Residential construction investment in British Columbia continued to fall in the second quarter of 2009. Total spending was down 26.3% from the second quarter of 2008, following a similarly large year-over-year decline (-25.1%) in the first quarter. Spending on new construction projects plunged (-42.5%) but renovation expenditures inched up 1.4%, increasing for the first time since the spring of 2008.

Investment in non-residential buildings in the province fell (-1.6% seasonally adjusted) in the second quarter, following two consecutive quarterly increases. Investment in new commercial buildings slumped 3.6%, but spending on institutional and government (+1.4%) and industrial (+8.4%) projects strengthened.

*Data Source: Statistics Canada*

## Apprenticeships paying off for employers: study

Boilermakers, millwrights and sheet metal workers are among the 16 trades covered in a Canadian Apprenticeship Forum (CAF) study that concludes investing in apprenticeships pays dividends for employers.

According to the study, titled *It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades Employers in Canada*, employers receive a benefit, on average, of \$1.47 for every dollar invested in training.

The return on investment for some of the construction trades in the study was \$1.92 for boilermakers, \$1.59 for construction millwright/industrial mechanics, \$1.49 for construction electricians, \$1.33 for bricklayers and \$1.25 for sheet metal workers.

The study reviewed apprentice costs including wages and benefits, administration and disbursements as well as opportunity costs, including journeyman time and wastage such as material costs for mistakes made by apprentices. The study then reviewed benefits to companies such as the average revenue associated with an apprentice by using employer-supplied data on charge-out/mark-up rates and total annual chargeable hours of work.

The conclusion was that the net benefit of apprenticeship training increases in each year over the course of the apprenticeship period. The majority of employers in the study believe a home-grown journeyman who they have trained is more productive. Employers estimated that a "homegrown" journeyman is 29 per cent more productive, and hiring apprentices means having employees who are a better fit with the organization.



## New 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](mailto:donald@icbabenefits.ca).

## Members saving with popular new bonding and liability insurance program

The response from members to the new **Independent Contractors Bonding and Liability Program** has been very strong. We've had many requests for information, and already have a large number of members of all sizes signed up and saving money.

The bonding and liability program is offered through a partnership between ICBA and Wilson M. Beck Insurance Services Inc. Learn how your company can save money and receive better coverage by contacting Grant Bettesworth about bonding (604-639-5940, [GBettesworth@wmbeck.com](mailto:GBettesworth@wmbeck.com)) or Terri Williams about liability insurance (604-639-5935, [TWilliams@wmbeck.com](mailto:TWilliams@wmbeck.com)).

## MeritPerks for Employers

Have you registered yet for MeritPerks for Employers, ICBA's new discount program for ICBA member companies? This is one of the benefits of ICBA joining other open-shop associations across the country to create Merit Canada, which now represents more than 60,000 employees, giving us better buying power.



Launched this past spring, MeritPerks provides a broad range of valuable brand name discount programs and special offers to help companies and their employees save money. The savings include everything from computers and dining to software and travel. While all of ICBA's other discount programs will continue to be in effect, member companies will now be able to access a growing list of more than 100 discount program "perks" all in one place at [www.meritperks.ca](http://www.meritperks.ca).

There is a MeritPerks program for employees and one for employers as well. Your employees were provided with information on how they can access Merit Perks for Employees in ICBA MeritTalk. But you need to sign up for MeritPerks for Employers.

ICBA sent you a letter with detailed information on how to set up your company account for MeritPerks. Registering is easy and fast, and you can start saving right away. For more information on this program or other discount programs, please contact ICBA at 604-298-7795 or at [info@icba.ca](mailto:info@icba.ca).

## More 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](http://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](mailto: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](http://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 2009 discount cards for your employees, please contact ICBA at 604-298-7795 or [info@icba.ca](mailto: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](http://www.thrifty.com) or call 1-800-THRIFTY.



## ICBA welcomes new members



### 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](http://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.

**0849110 BC Ltd**  
Box 227, 151 - 32500 S.  
Fraser Way  
Abbotsford, BC V2T 4W1  
Phone: (604) 615-6715  
Fax: (206) 203-0619  
Contact: Jon Karuzas

**Able Roofing Contractors Ltd.**  
780 Laurier Drive  
Kamloops, BC V7S 7P7  
Phone: (250) 828-0652  
Contact: David Lalande

**Ameris Lighting Corp**  
115 - 1647 Broadway  
Street  
Port Coquitlam, BC V3C 6P8  
Phone: (604) 945-8947  
Fax: (604) 945-9661  
Contact: Debbie Merritt

**Air Vac Services**  
106 - 9488 189th Street  
Surrey, BC V4N 4W7  
Phone: (604) 882-9290  
Fax: (604) 882-9295  
Contact: Brent Selby

**Akribis Construction**  
166 - 10414 Victoria Road  
South  
Summerland, BC V0H 1Z2  
Phone: (250) 494-4189  
Fax: (250) 404-0145  
Contact: Luke Riemer

**Bath Fitters / Boca Enterprises**  
Kelowna, BC  
Contact: Ian Gorst

**Bouygues Building Canada Inc**  
1060 - 1500 West Georgia  
Street  
Vancouver, BC V6G 2Z6  
Phone: (604) 688-9255  
Fax: (604) 683-0783  
Contact: Frank Lombard

**Chet Construction Ltd**  
1 - 33759 Morey Avenue  
Abbotsford, BC V2S 2W5  
Phone: (604) 859-1430  
Fax: (604) 859-1441  
Contact: Brent Burdeyny

**Coho Enterprises**  
27090 River Road PO Box  
135 Stn. Whonnock  
Maple Ridge, BC V2W 1V9  
Phone: (604) 462-1058  
Fax: (604) 406-2009  
Contact: Jamie George

**Colt Construction Ltd.**  
16158 - 80A Avenue  
Surrey, BC V4N 0J8  
Phone: (604) 597-7760  
Fax: (604) 597-5057  
Contact: Gary Loos

**Corecon Construction Software**  
1875 Talmie Street  
Vancouver, BC V6R 4B9  
Phone: (604) 224-1366  
Contact: Ian Broadfoot

**Eclipse Concrete and Tile**  
2327 Thacken Drive  
Kelowna, BC V1Z 1V6  
Phone: (250) 454-6710  
Contact: Jeremy Cook

**G. Trasolini Contractors Ltd**  
908 Sherwood Avenue  
Coquitlam, BC V3K 1A6  
Phone: (604) 299-7010  
Fax: (604) 522-7969  
Contact: Marcello Trasolini

**GRD Electric Ltd.**  
620 7231 - 120th Street  
Delta, BC V4C 6P5  
Phone: (604) 690-7696  
Fax: (604) 648-8071  
Contact: Greg Dyson

**Greenwood HVAC Services Ltd**  
4707 29th Street  
Vernon, BC V1T 5C1  
Phone: (250) 545-6662  
Fax: (250) 545-6642  
Contact: Allan Guoling

**Hudson Bay Enterprises Ltd**  
305 - 13475 96 Avenue  
Surrey, BC V3V 1Y8  
Phone: (604) 657-5307  
Fax: (604) 957-0024  
Contact: Jind Singh

**It's On Electric Company Inc.**  
11706 Alderwood Crescent  
Delta, BC V4E 3E5  
Phone: (604) 598-2375  
Fax: (604) 598-2376  
Contact: Vern Douglas

**J. Waters Electric Ltd.**  
2490 Brookwood Place  
Courtenay, BC V9N 9M7  
Phone: (250) 703-0802  
Fax: (250) 703-0862  
Contact: Jason Waters

**Justin's Marble & Granite Ltd**  
106 - 30590 Progressive  
Way  
Abbotsford, BC V2T 0A2  
Phone: (778) 880-0328  
Fax: (778) 880-0327  
Contact: Wilson Yu

**Kardash Plumbing**  
805 - 9th Street North, PO  
Box 900  
Golden, BC V0A 1H0  
Phone: (250) 344-6887  
Fax: (250) 344-2854  
Contact: Judy Kardash

**Lewis Mechanical Group Ltd. dba Ted's Plumbing and Heating**  
23008 Fraser Highway  
Langley, BC V2Z 2V1  
Phone: (604) 532-0087  
Fax: (604) 514-1141  
Contact: Lynn MacLean

**Make Door Pro Your Garage Door Company Ltd.**  
106 - 13423 78th Avenue  
Surrey, BC  
Phone: (604) 547-4040  
Fax: (604) 572-8960  
Contact: Dennis Baitz

**Masteel America Corp**  
120-7490 MacDonald Road  
Delta, BC V4G 1N2  
Phone: (604) 952-4434  
Fax: (604) 652-4432  
Contact: Guixiang He

**McGladdery Electrical Services Ltd.**  
6295 Edson Drive  
Chilliwack, BC V2R 4C2  
Phone: (604) 824-4906  
Fax: (604) 824-4986  
Contact: Norman McGladdery

**Metropolitan Masonry Ltd**  
7001 Belcarra Drive  
Burnaby, BC V5A 1A6  
Phone: (604) 291-9664  
Fax: (604) 291-0465  
Contact: Lorin Campardo

**Nechako Construction Ltd.**  
PO Box 989, 3446  
Mountainview Road  
Vanderhoof, BC V0J 3A0  
Phone: (250) 567-9255  
Fax: (250) 567-9265  
Contact: Barrie Topper

**Penticton Electric Ltd**  
PO Box 24015, Stn  
Government S  
Penticton, BC V2A 8L9  
Phone: (250) 492-0420  
Contact: Kathleen Deobald

**Ricciuti Enterprises Ltd.**  
Summerland, BC  
Contact: Jim Ricciuti

**Sierra Glass Contracting**  
7469 Tern Street  
Mission, BC V2V 5R8  
Phone: (604) 834-8242  
Fax: (604) 648-8872  
Contact: Robert Baxmann

**SPC Holdings & Construction Ltd.**  
3 - 2779 Lake City Way  
Burnaby, BC V5A 2Z6  
Phone: (604) 420-1199  
Fax: (604) 420-1196  
Contact: Zhong Shen

**Terra-Cut Supply**  
155A Old Vernon Road  
Kelowna, BC V1X 4R3  
Phone: (250) 765-0151  
Fax: (250) 765-0172  
Contact: Cory Epp

**Terracut Supply Ltd/ Mainline Mobile**  
Kelowna, BC  
Contact: Rose Rhyno

**Tile & Stone Factory Outlet**  
23 - 1851 Kirschner Road  
Kelowna, BC V1Y 4N7  
Phone: (250) 868-8501  
Fax: (250) 868-8502  
Contact: Louie Palma

**Van Duynhoven Garden Service Ltd**  
5249 Chaffey Avenue  
Burnaby, BC V5H 2S1  
Phone: (604) 435-0780  
Fax: (604) 435-0785  
Contact: Leanne Van Duynhoven

**Viridian Power Corp.**  
P.O. Box 4473  
Vancouver, BC V6B 3Z8  
Phone: (604) 898-1907  
Fax: (604) 898-1904  
Contact: Mark Lawton

ICBA is a proud member of Merit Canada.



# 2009 FALL TRAINING GUIDE



COURSES	Location	Duration	September					October					November				
			12	26				3	24				7	28			
Occupational First Aid - Level 1	Burnaby	1 day	12	26				3	24				7	28			
Construction Safety Training Systems (CSTS)	Burnaby	½ day	12	26				3	24				14	28			
Traffic Control Person Re-certification Exam	Burnaby	1 hour	3	9	16	19	22	3	6	17	20	24	4	7	10	14	21
			26	30				28						25	28		
WHMIS	Burnaby	½ day															
Fall Protection	Burnaby	½ day											14				
Confined Space	Burnaby	½ day											14				

**ICBA can create custom safety courses for your group of 2 or more!  
Have an idea for a future course or event? Let us know, we'd love to hear from you!**

## TRAINING and EDUCATION

- ◆ The Gold Seal course schedule for the Fall is now available. Visit our website for more information or to print a registration form.
- ◆ Certificate of Recognition (COR) course schedule is now available. Please visit our web site for the current schedule.
- ◆ **Got WHMIS?** WHMIS Online is available in our computer lab for individual or group bookings.
- ◆ Group bookings available for both CSTS and Traffic Control Person Re-certification Exams.

To view the course outlines and registration forms, please go to [www.icba.ca](http://www.icba.ca) and view under Courses & Events. For further information, please contact Erica Crockett at ICBA (604) 298-7795 or via email [erica@icba.ca](mailto:erica@icba.ca).

Independent Contractors and Businesses Association of BC  
211-3823 Henning Drive  
Burnaby, BC V5C 6P3

Phone: 604-298-7795  
Toll free: 1-800-663-2865  
Visit us at: [www.icba.ca](http://www.icba.ca) Email us at: [info@icba.ca](mailto:info@icba.ca)



## Have you received your rebate?

WorkSafeBC just handed out a total of \$3.2 million in rebates to 248 companies that certified through the CSN in the Certificate of Recognition (COR) program last year. That is an average of about \$13,000 in savings per company.

If you aren't receiving a rebate what is stopping you from signing one of your permanent employees up today for our **free** COR training? For large companies the course is 2 days, for small companies (19 or fewer employees and/or under \$1M in annual revenue) it is a 1 day course.

COR certified companies benefit from an improved safety culture and reduction in annual injury rates. Can you afford not to be COR certified?

Certificate of Recognition (COR) is a nationally recognized program which has been specifically designed to assist the construction industry in improving its safety culture. Companies who successfully achieve and maintain certification are eligible for a 10-15% rebate from WorkSafeBC. Get certified before December 31<sup>st</sup> and receive your rebate next year.

Next COR courses are scheduled for Coquitlam, Surrey, Vancouver, Prince George, Kelowna, and Nanaimo.

### **Coquitlam**

Large COR, September 28-29

### **Vancouver**

Small COR, November 5

### **Kelowna**

Small COR, September 24

Large COR, November 23-24

### **Surrey**

Small COR, September 30

### **Prince George**

Large COR, October 26-27

### **Nanaimo**

Small COR, October 7

Large COR, October 1-2

### **How do I sign up?**

Visit our website and fill out the registration form for each of the employees you wish to send. Then either fax back to 604-436-0623 or scan and email to [info@safetynetwork.bc.ca](mailto:info@safetynetwork.bc.ca).

When people work in the same place every day it is easy to overlook hazards. Or, when workers enter a site for the first time, they might not know what the hazards are. It's important to maintain your company's due diligence and make sure everyone on the worksite takes the steps needed to stay safe and healthy!

Remember **Safety is Good Business!**

[www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)



## 2009 Course Schedule (as of June 30, 2009)

For detailed information on all our programs please visit:  
<http://www.safetynetwork.bc.ca/programs/index.cfm>

### Certificate of Recognition (COR) program

September 2009 - COQUITLAM

When: 8:30am-4:30pm

For full list of dates and to register please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

September / October 2009 - NANAIMO

When: 8:30am-4:30pm

For full list of dates please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

October 2009 - PRINCE GEORGE

When: 8:30am-4:30pm

For full list of dates please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

November 2009 - KELOWNA

When: 8:30am-4:30pm

For full list of dates please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

### Small Business Certificate of Recognition (Small COR) program

November 5, 2009 - VANCOUVER

When: 8:30am-4:30pm

Where: Fairmont Waterfront Hotel

To register please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

November 18, 2009 – RICHMOND

When: 8:30am-4:30pm

Where: Richmond Inn

To register please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

November 19, 2009 – RICHMOND

When: 8:30am-4:30pm

Where: Richmond Inn

To register please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)

### Traffic Control Person program

For full list of dates and to register please visit:

[http://www.safetynetwork.bc.ca/programs/tcp\\_schedules\\_flash.cfm](http://www.safetynetwork.bc.ca/programs/tcp_schedules_flash.cfm)

### Construction Aggregate Safety Leader program

July 6, 2009 – PRINCE GEORGE

When: 8:30am-4:30pm

Where: Coast Hotel of the North

To register please visit [www.safetynetwork.bc.ca](http://www.safetynetwork.bc.ca)