



No.3/August 2013

**MEDIA
PLANET**

UNIONS AND LABOUR

Featuring

ABORIGINAL WORKFORCE

The missing link to the
skills shortage

UNIONS AND FAIRNESS

Ken Georgetti

WORK AND SAFETY

Learn how the Delta
Fire department is setting
precedent

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FACTS ABOUT
TEMPORARY
FOREIGN
WORKERS
(TFW'S)

REALIZING A STRONG BC

Learn how unions help
foster BC's strong economy and
why you, whether you're a man,
woman, or member of a minority
group, should get involved

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VETERINARY
WATER & ENVIRONMENTAL
WORKERS' COMPENSATION

CHALLENGES

In an era where stability is so heavily sought after, unions have been the constant in developing **BC's labour force.**

Unions today are more relevant than ever



Jim Sinclair
President, The BC
Federation of Labour

“As the world becomes smaller with globalization, Canada’s unions are more relevant than ever.”

It is all too easy to take for granted the role of unions in improving our working lives. After all, the most significant successes of the labour movement have benefited all Canadian workers for decades. Whether it's the 40-hour work week, workplace safety requirements, or the weekend; they've all been a part of our workplaces for as long as most of us have had jobs. Long enough, have most Canadians not known that unions had to fight hard for each of these advances. In this big picture context, the important work of unions today often goes unnoticed, or is only noticed when workers are locked out or on strike. The lack of profile for our core work, however, doesn't make it any less important. Today's unions are focused on making work safer, and ensuring that an honest forty hour work-week pays the bills at the end of every month, while leaving behind a little extra for savings. Protect-

ing the rights of individual workers when they are treated unfairly is of course another major focus. When it comes to working with governments, we are standing up for Canadian jobs. When agricultural workers lost their lives in a terrible van accident near Abbotsford and in a completely preventable tragedy at a Langley mushroom farm, British Columbia's unions were there to demand justice for the families, and changes to workplace and transportation safety regulations. Today, the recommendations of two separate coroners' inquests, demanded by BC's unions have made our roads, farms, and all of our workplaces safer. When the BC Liberal government froze the minimum wage for nearly ten years, BC's unions mounted the campaign that eventually forced Christy Clark to bring BC's minimum wage in line with much higher rates throughout the

rest of Canada. It's unions that are standing strong against corporate demands to lower workers' wages while corporate profits and CEO salaries reach record levels. When BC's unions learned that a foreign-owned mining company wouldn't hire a single Canadian to work in its northern BC coal mine, instead of using lower-wage temporary foreign workers, we took the company and the government to court, demanding the jobs be offered first to local workers. That court action has forced the government to review the program to make sure Canadians get a real shot at jobs like these. As the world becomes smaller with globalization, Canada's unions are more relevant than ever. While the work we do every day is not always obvious, unions continue to make Canada a better place to work.

JIM SINCLAIR
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FACT 1

PRIOR TO JUNE 2013, EMPLOYERS COULD PAY TFW'S 15% LESS THAN THE PREVAILING WAGE CLASSIFICATION RATE

EDITOR'S PICK

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Trading debt for experience

Learn why you should consider a career in skilled trades



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A > Z


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NEWS

The Aboriginal community: Solving the skilled labour shortage

As the aging workforce prepares to depart from the market, Aboriginal people, British Columbia's fastest growing source, finally have a golden opportunity to grab hold of. For years, there has been a history of exclusion which has caused concern for local communities who have pondered whether there would be any opportunities for employment available to their children.

Educating the youth

"Half of the Aboriginal workforce in BC is under 25 years of age. They want education, communities, health care and good careers just like the people in their 60s and 70s.

That's the real gem here. We have a baby boom explosion inside the Aboriginal community in BC today. Aboriginal people can step in and be a solution," says Kelly Lendsay, President & CEO, Aboriginal Human Resource Council.

Closing the gap

Teamwork, loyalty, and tradition are amongst the high values of Aboriginal people and if provided the chance to deliver their skills and knowledge, the current skilled gap will close which greatly benefits the economic state of British Columbia. The math is very simple. As companies grow and expand, the first place they should look for employees is

within the quickly growing demographic. It's a win-win for everyone.

Lending a helping hand

"It's about doing the right thing for the first nations and the local communities in the North and throughout BC. When construction projects are being built in British Columbia such as LNG plants, mining projects or refineries the Aboriginals and local communities must be given access to apprenticeship training and upgrading," states Joe Shaylor, Business Manager, Plumbers and Pipefitters UA Local 170. He continues, "This will contribute to strengthening communities, economic growth and families



being able to stay together rather than the youth moving away due to lack of employment opportunities." Leading the way by example, the Coalition of BC Building Trades Unions have made a commitment to provide access to apprenticeships and training to Aboriginals and local communities on all major projects they are involved in, in the construction of the province of BC.

Progress has begun, but many companies are still paralyzed and don't see Aboriginals as a viable

workforce. If they learn to overcome the negative stereotypes and images in the media, BC will step into the world of inclusion we all talk about and believe in. "Aboriginals can and should be playing a leadership role," suggests Lendsay. Aboriginal people aren't seeking anything different than anyone else. They desire an opportunity to provide for their families and pursue their passions, no matter the industry.

PAULEANNA REID
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INSIGHT

If you're in a position where you're thinking about what kind of career to pursue, what's there to think about? **BC is full of opportunities in trades—** David Byng and Kevin Evans explain why this is the path to take.

Trading debt for experience

There's an excitement in David Byng's voice when he talks about young people going into skilled trades. Sure, it might be that he's BC's Deputy Minister of Jobs, Tourism, and Skills Training. More likely it's because, without trades training, Byng might not be where he is now.

"33 years ago, I was just out of high school and working, being trained by professionals while on the job—it was a fantastic way to learn," says Byng, who operated a diamond drill in his youth. "When I went on to do my university education, I did a lot of it online while working"

Kevin Evans, CEO of the Industry Training Authority (ITA), says there's no question skilled trades are springboards with



David Byng
BC's Deputy Minister of Jobs, Tourism and Skills Training



Kevin Evans
President, Industry Training Authority

"many people who now own businesses having started off as tradespersons and apprentices."

An underestimated industry

"One thing people really underestimate when we talk about the skilled trades is the breadth of activity and occupations," he says. "In British Columbia we certify more than 100 different trades—from funeral director to heavy equipment operator—and a whole lot in between."

A wealth of opportunity

As technology rushes to meet the demands of rapidly changing industries like liquefied natural gas in the province's North, the technical expertise to operate the heavy machinery and keep the equipment on the level will need to keep pace. Plus there's a looming demand driven by an aging population.

"By 2020, there will be more than one million job openings in British Columbia and 43 per cent are expected to be trades or technical occupations," says Byng.

It's a booming job market and the prospect of earning while learning is piquing young peoples interest in the trades.

"While you learn on the job, your employer pays you a pretty competitive salary based on market demand—you can finish your post secondary education with little to no student debt," adds Evans. "It's your ticket to exploring Canada and, in some trades, exploring the world. It's a great opportunity."

ANDREW SEALE
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The Resource Training Organization (RTO) oversees the management and development of apprenticeship training for the resource sector in BC.

RTO RTO is funded provincially by the Industry Training Authority of BC. ita YOUR TICKET.

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*It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades in Canada. Canadian Apprenticeship Forum, 2009

Unions promote fairness for all

Not only driving a strong labor force, unions are establishing a strong economy.

On Labour Day, we celebrate the many contributions of working people who helped to build British Columbia and its economy. By standing together, people in the labour movement have won safer workplaces, decent wages, workplace pensions, and drug and dental insurance plans. It doesn't stop there. Working together, we have demanded more from the people who hold elected office in our boards, councils, and legislatures. That's how we achieved minimum wages, paid vacation time, and public health insurance for everyone. When workers get together and stand up for fairness, we get results.



Ken Georgetti
PRESIDENT,
THE CANADIAN
LABOUR
CONGRESS

Stimulating business and community
Our researchers at the Canadian Labour Congress have found that, on average, unionized workers in British Columbia earn \$5.12 an hour more than non-union workers. That extra money in the pockets of the province's 592,000 unionized workers is worth a cumulative \$100 million more per week that is added to our economy. It represents a gain for local communities and small businesses, as well as for the individual workers involved because unionized

workers spend most or all of their pay cheques close to home. We bolster the tax base of local communities and the donor base of charities. In short, these communities become better places to work and live.

A level playing field
Belonging to a union is especially important for female and younger workers. We have found that, for Canada as a whole, women who belong to unions earn an average of \$6.65 cents an hour more than women in non-unionized workplaces. Young workers aged 15 to 29 earn an additional \$5.53 an hour. Workers—whether unionized or not—share what has been won by the labour movement at the bargaining table.
As union members, we believe in

the old saying that what we want for ourselves, we seek for all. That is why, for example, our Congress is working to convince governments to improve Canada Pension Plan benefits. We want to make sure that every retired Canadian—whether or not they belonged to a union—will receive a livable retirement income from CPP. It can easily be done and it's only fair.

A strong BC
This Labour Day, we hold our heads high as we salute the contributions of members of our movement. We have helped to build a stronger and more secure economy for everyone in British Columbia.

KEN GEORGETTI
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DON'T MISS



Temporary foreign workers

The issuing of 201 Temporary Foreign Worker permits in 2012 to fully staff a Chinese-owned mine in northern BC set in motion a ground-breaking court battle between BC unions and the federal government. The unions' evidence showed that the job postings discriminated across various issues, and that, despite many qualified local workers applying, not one was hired. While the unions' case was ultimately lost, subsequent reform and much closer public scrutiny of the Temporary Foreign Worker program has prompted much-needed changes in order for it to offer fair and equal opportunities to all workers across Canada.

**BRIAN COCHRANE, BUSINESS
MANAGER, INTERNATIONAL UNION OF
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editorial@mediaplanet.com

democracy

independence

justice

workers' rights

solidarity

equality

respect

sustainability

A lot has changed since 1963.
For our union, some things stand the test of time.

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INSPIRATION

Delta fire department sets example for proper safety

Training, equipment, manpower, and communication—Delta’s recipe for safety success



DELTA FIREFIGHTERS IN ACTION
Whether it's battling an inferno, conducting a rescue, or responding to an accident, Delta firefighters set precedent.
PHOTO: THE BC PROFESSIONAL FIREFIGHTERS ASSOCIATION

“We respond to a wide range of incidents and it is imperative to be equipped, staffed, and ready for when the bell rings.”

For citizens of Delta, fire safety involves a functional smoke detector and making sure the stove is off (amongst other things). To the men and women that work the front lines , like Delta Firefighters Local 1763 President, Brad Wilson, fire safety means protecting his team with adequate staffing, and the best training and tools available.

“In Delta, we’re fortunate to have state of the art equipment, along with a City that had the foresight early on to recognize the importance of having enough firefighters on scene in a timely manner, to be safe and effective while attending emergency calls. This paid dividends on July 31st, 2001 when our crews attended a large commercial structure fire and two firefighters found themselves trapped in the inferno, injured and

unable to escape when the call was to evacuate the building. Fortunately, at that time we were trained and had a RIT team (rapid intervention team) at the ready. The team of four went in to the structure, found their brothers, and cleared the debris that was trapping them, and pull them to safety. Had that team not be on scene, and at the ready as part of our first alarm assignment, we surely would have lost the two firefighters.”

Working together

Our Union executive do what we can working with our Chiefs, and city government to make sure that the fire department has everything it needs to do the best job possible.

“It’s so important to have an open dialogue,” which means, “being able to sit down and discuss, then find a compromise that works for both sides providing a safer place to work for us and a safer place to live for the

citizens we serve,” he is happy to say, “we do what we can in an effort to see that our portion of the municipal budget goes to the right things.”
One of the ways the department has been better, according to Wilson, is the commitment to manpower. “I invited our mayor, city manager, and our fire chiefs to our bi-annual safety symposium in 2010, where there was an NFPA (National Fire Protection Association) study conducted about manpower for residential structure fires and the importance of having the right amount of people for not only the safety of the public, but the safety of the firefighters on the team,” he explains.

Communication

At the end of the day it’s all about communication, because as Wilson says, “we are a very diverse department. We respond to a wide range of incidences and it is imperative to be equipped, staffed and ready for when the bell rings.” Fire safety is a team effort, and the good people of Delta can rest assured they have a strong team leading the charge.

MAX JONES
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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, CLC and the BRITISH COLUMBIA PROFESSIONAL FIRE FIGHTERS ASSOCIATION

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We Protect You and Your Families — Please Support Initiatives That Protect Us and Ours!

INSPIRATION

Janis Brooks discusses her challenges and virtues as a young Aboriginal woman

Education and a rewarding career is something that every British Columbian is entitled to whether you're a man, a woman, or a member of a minority group.

My name is Janis Brooks and I am Sto:lo from Sts'ailes (Chehalis Indian Band) located in the Fraser Valley in British Columbia. I am 26 years old and currently live in Port Moody.

Growing up both in Vancouver and on Vancouver Island, I have always been fortunate to be close to my community, culture, and family. From a young age, I have been involved in Aboriginal activities, programs, and community initiatives and have always had a passion for education and business. While some of my friends were more focused on the freedom that finishing high school would bring, I was always looking forward to the opportunity to get my degree, get involved in community programs, and start my career in business.

Be different

I sometimes struggled with the fact that my drive and motivation made me different than some of my peers but, as I moved through university and accomplished my goals, I realized it was okay to be different. Likely, in part, because people began to recognize me for the things that set me apart from others, I was honoured with numerous provincial, national, and international awards and scholarships for my academic achievements and community involvement.

During my degree program, I knew I wanted to broaden my experiences and learn more about Aboriginal people in different parts of the world. I wanted to see how they were able to succeed in their communi-

ties and in the business world. Instead of picking up a book or trying a new course, I went on an adventure and moved to Australia where I was able to complete an exchange at Deakin University in Geelong. Before I left for Australia, I reached out to the internship coordinator and explained my interest in working with Aboriginal organizations. Not only did the university help place me in one position, I ended up getting internship placements with both the Wauthrong Aboriginal Cooperative and the Koori Institute for Education.

Overcoming obstacles

The experience of moving away from my family and community was hard but the struggle resulted in the best learning experience. This situation taught me that it's okay to tell your story to people and to ask for help to advance my goals and myself. It was surprising and exciting for me to learn that people wanted to listen and work with me to make opportunities accessible.

After graduating from Vancouver Island University with my Diploma and Bachelor Degree in Business Administration (with a specialization in management), I moved from part-time work to full-time work with Indigenuity Consulting Group, a company my mother started 13 years ago. Having a mother who is a trendsetter for Aboriginal relations in the business world has been a blessing and I know that I'm very fortunate to have a built-in mentor just a phone call away. I knew at an early age that I wanted to follow in her footsteps and work to build relationships between First Nations and the broader corporate and government sectors; however, following in her footsteps and entering in the business world has come with challenges.

Simply put, being a young Aboriginal woman in the corporate sector is not easy. Our clients are often multi-million (or billion) dollar companies in the resource and energy sectors and I am always working to prove that I am just as capable in the workplace as any other person, male or female, Aboriginal or non-Aboriginal. There is often an assumption that I may not be well versed in the contexts of our projects or on technical information for example, which is so far from the truth. The best piece of advice I can offer individuals facing situations like this is to prove people wrong with your competence.



Janis Brooks

Be confident in yourself, your capabilities and your knowledge, and let your ability to excel at your job prove them wrong. This has worked for me and I look at every new project and every new client as an opportunity for me to smash the expectations and stereotypes people may have of young Aboriginal women in the workplace.

Get involved

After graduating, I wanted to expand my community involvement and was lucky enough to come across the Aboriginal Human Resource Council's Inclusion Works event in 2009. This event brought me together with other likeminded individuals who also wanted to give back to the community and to encourage and inspire other Aboriginal professionals to take

risks and chase their dreams. Continued learning has always been an important part of my journey, and I recently finished a one year national community leadership program through the Canadian Women's Foundation and the Coady Institute at Saint Francis Xavier. Opportunities for education and professional development are out there, and I would encourage people to make every effort to get involved whenever and wherever they can.

Wherever your journey may take you, believe in yourself and in your ability to succeed. Think creatively and find a career that you are passionate about. Put your natural talents to use and don't be afraid to ask for help and seek new opportunities; the people you meet and the experiences you have will help you grow and find your personal path to success.

JANIS BROOKS,
CHEHALIS INDIAN BAND
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More and more often, young women are getting involved in trades.
PHOTO: PROVIDED BY THE UAP IPING
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WORK SAFE BC

INDUSTRY PERSPECTIVE

1

What should the everyday citizen know about Bill-377??

Brian Cochrane
Business Manager,
IUOE

Bill C-377 is unnecessary legislation so poorly written and biased against unions that 16 Conservative-appointed Senators voted to radically amend it and return it to Parliament. It's an attempt by the Conservative government to hurt unions for political gain through bureaucratic and costly financial disclosures already available to their members.

That's why five of ten provinces, the Canadian Bar Association, the life insurance and mutual fund industries, and even the federal Privacy Commissioner all opposed much of Bill C-377.

2

If Bill-377 were to be passed, what would it mean for unions, their members, and the BC labour market?

Bill C-377 would cost unions significant amounts to meet onerous financial and administrative disclosure requirements.

That means unions would spend money and time on unnecessary, redundant bureaucracy instead of finding ways to improve members' lives and work with employers to create and protect jobs.

The costs of Bill C-377 would mean cuts to union training and apprenticeship programs Canada urgently needs—and that BC's labour market is crying out for. More red tape, less skills training—that's Bill C-377.

FACT 4

IN 2011, MORE THAN 29,000 TFW'S MADE THE TRANSITION TO PERMANENT STATUS

The Conservatives say that Bill C-377 is about "transparency" but the CCU, like other unions, already imposes exceptionally stringent requirements on all financial activities that are recorded in annual financial reports for our members, some of which are even subject to a democratic vote by our elected executive. Even Conservative Senators, like Hugh Segal, have called the bill "bad legislation, bad public policy, and a diminution of both the order and the freedom that should exist in any democratic, pluralist and mixed-market society."

Bill C-377 is par for the course with Stephen Harper's economic policy, which means less for working families and more for his corporate friends. The bill will radically increase red tape and the costs of running unions, cripple organizing efforts, and interfere with the private activities of democratic organizations. The bill will mean that unions, and the benefits they provide for working people throughout British Columbia like higher pay, better benefits, and more security at work, will be under threat.

Bill C-377 would allow corporate Canada to see how every union that they deal with in bargaining spends their money. With access to that kind of confidential internal financial information, they would have the ability to figure out what their "opponent", union "x", was planning and doing in relation to their workers and business interests. That is like giving a General the battle plans of his opponent. Guess who wins that battle?

Joanie Cameron Pritchett
President,
Confederation of Canadian Unions

That it is not for the benefit of the average union member as the Bill implies nor does it have anything to do with income tax. Bill C-377 has almost nothing to do with income tax reform and everything to do with the elimination of organized labour as it exists in Canada today. If Bill C-377 was truly about ensuring that tax-deductible expenditures of representational organizations are open and transparent, it would not be so narrowly restricted solely to traditional labour trade unions.

Chris Hiscock
President, The International Association of Machinists and Aerospace Workers, Local 764

strength

The International Union of Operating Engineers Local 115 represents over 11,000 skilled trades workers across British Columbia and the Yukon, and is part of North America's largest, most established labour unions.

skills

The IUOE 115's Training Association operates a 40 acre training facility with state-of-the-art simulators and equipment, and we offer recognised credentials in over 20 trades to keep all our members competitive and employed.

growth

The IUOE 115 plays a key role in placing trained workers on site to meet the demands of our growing economy, while securing the wellbeing of those who build it. We grow our province, as well as our community.

people

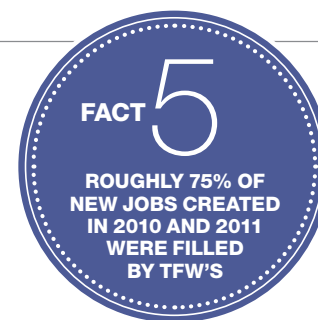
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INSPIRATION

While the young generation needs training and certification, and companies need skilled workers, the answer to both of these issues is simple—apprenticeships.

Collaboration key to apprentice success



Apprenticeships offer hands on training and great mentorship.
PHOTO: RESOURCE TRAINING ORGANIZATION

The skilled trades, skills shortages, and apprenticeships have been generating a lot of buzz lately. Major industrial and construction projects are coming online, consumers are looking to repair aging automobiles, and the service sector has a shortage of qualified cooks. Magnified by a significant global recession and a relatively slow recovery, the need for skilled tradespeople who can build, operate, and maintain the country's infrastructure is growing. Meanwhile, a generation or two of discouraging young people from skilled trades careers is having an impact.

A hands-on approach

Apprenticeship remains the number one way to train, develop, and certify skilled tradespeople. It offers advanced technical skills through a combination of practical, on-the-job work experience and intensive technical instruction. Some 80 - 85 per cent of the training is done on-the-job and the other 15 - 20 per cent is completed in a post-secondary institution or union training cen-

tre, leading to trade certification. Advantages to this form of training include the ability to earn while you learn, practical hands-on learning, job opportunities in every region of Canada, and a satisfying career path.

While immigration is part of the solution for skills shortages, it simply won't fill the void that, according to some counts, will require a million



Sarah Watts-Rynard
Executive Director, Canadian Apprenticeship Forum

skilled tradespeople within the next decade. With roughly 77 per cent of training done by small and medium-

sized businesses and only about 19 per cent of skilled trades employers actively participating, the burden of creating the next generation of tradespeople is concentrated among an elite, committed group.

Collaboration is key

This environment underlines the importance of collaboration. Together, stakeholders address common challenges and barriers across trades, across sectors and across Canada.

Given that skilled tradespeople are essential to Canada's productivity and apprenticeships are a proven method of producing them, collaborative solutions are critical. The ongoing efforts of all stakeholders to establish joint training committees, overcome essential skills deficits, and establish support for apprentices and their employers, are key. An appreciation of trades careers among young people also needs to be generated, giving work-integrated learning the status it deserves as a valuable post-secondary option.

“Advantages to this form of training include the ability to earn while you learn, practical hands-on learning, job opportunities in every region of Canada, and a satisfying career path.”

Where do we go next?

As the requirement for skilled tradespeople escalates and their importance to the economic well-being of Canada comes into sharper focus, new solutions and approaches are also needed. Apprenticeship systems across Canada need to meet current and future needs for skilled tradespeople. The community must engage under-represented groups and work to overcome the barriers that have limited the participation of women, Aboriginal peoples, persons with disabilities, and visible minorities. We need to find new ways of engaging small business owners, overcoming their concerns about continuity of work, and offering the full scope of the trade.

There is no single magic bullet for skills shortages—the challenges are complex and multi-dimensional. More than ever, collaboration is the key to apprentice success.

SARAH WATTS-RYNARD
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Q & A



Brandon Scott
Auto repair mechanic

Brandon Scott shares his experience

Brandon attended the Industry Training Authority's Motor Vehicle Body Repairer course provided by Okanagan College. He will soon complete his Level 3 Motor Vehicle Body Repairer Apprenticeship.

Why did you decide to enroll in an apprenticeship program?

My decision was easy. I was already working in my trade as a clean-up kid at the shop so I got to see everything that I would be doing if I decided to pursue the trade. My employer approached me asking if I would be interested in doing an apprenticeship.

Describe your experience going through an apprenticeship program?

Going through the program was a great experience. Over time, I learned so much and was fortunate enough to have a well educated and experienced sponsor.

How does an apprenticeship program help you in your career?

I would have to say having the proper training in your industry and going to work every day doing something you love and know you are doing it correctly.

What do you find was the most valuable aspect of partaking in an apprenticeship program?

Employers like seeing that you have formal training and are a registered apprentice. It's definitely a big plus to have on a resume.

What would you tell others who are considering enrolling in an apprenticeship program?

If possible, try and job shadow someone for a day in the field you're choosing. That way, you can get an in depth look at that particular industry. If you enjoy it, sign up for an apprenticeship. You won't regret it.

BRANDON SCOTT
editorial@mediaplanet.com

INSIGHT



Many regions in southern BC go unnoticed, but steady weather and beautiful scenery make them attractive places to live and work.
PHOTOS: DESTINATION OSOYOOS

Southern BC: The ideal place to live and work



Marie Gallant
Community Futures

Many British Columbians are making the same mistake—they’re not giving the rural regions of BC a chance. Marie Gallant, Executive Director of Community Futures explains why you should.

As the global economy continues to evolve, it is important for smaller communities to keep up with city hubs. The rural regions of southern BC are managing to do just that, but they haven’t forgotten the roots or foundations that they were built on, both of which have helped make these communities happy homes for their inhabitants for generations.

Career diversity

“One of the great things about southern BC is that, from town to town, there is so much diversity in the jobs market,” explained Marie Gallant, the Executive Director at Community Futures—an organization that aims to help boost the socio-economic development of rural communities.

“No matter what your skill set is, there will be a job to fit you. You may not find it in one rural community but you will find it in the next.”

When taking a quick browse through the listings of just two small communities, the diversity of jobs is clear to see. Gallant noticed opportunities in Vernon and Grand Forks that included openings for a



“No matter what your skill set is, there will be a job to fit you. You may not find it in one rural community but you will find it in the next.”

dialysis nurse, automotive apprentices, line workers, a foreman for an installation plant, a dance instructor, rock star PHP developers, and even a musician to perform at a local log barn.

Grass roots business

Although they may sometimes be best known for their breathtaking scenery and tight-knit communities, the rural regions of southern BC are also places where business, tech-

nology, and entrepreneurial spirit are embraced just as strongly as in any big city.

“Also, the cost of land and construction services is more reasonable than in big cities and there is always a strong and reliable labour force in small communities,” she said. “It’s a great place to live and work and, at the same time, it’s good to know that your employees have the quality of life that so many people around the world are searching for.”

Affordability and community

The clean air and the welcoming and caring communities: it’s no wonder that Gallant feels that living in one of southern BC’s rural regions has so many advantages. “There is cheaper housing and cheaper property taxes, and yet there are also so many wonderful services, amenities, and opportunities to do some meaningful volunteering too,” she said. “It’s wonderful to be able to truly know and engage with your community.”

The following is a list of contractors that hire only trade qualified, ticketed journeypersons and indentured apprentices to do plumbing, heating, air conditioning, natural gas, medical gas, industrial piping and fabrication.

101 Industries Ltd
250-632-6859
www.101industries.com

Alpha Mechanical Contracting Ltd
604-941-9296
www.alphamechanical.ca

Alstom Canada Inc
604-232-5527
www.alstom.ca

Anderson Plumbing & Heating Ltd
604-873-8522

Aquarius Mechanical Services Ltd.
604-597-0699

Bantrel Constructors
1-403-290-5000
bantrel.ca

BC Comfort Ltd
604-439-3344
www.bccomfort.com

BC Water Heater Service Ltd
604-435-9899

Black & McDonald Ltd.
604-301-1070
www.blackandmcdonald.com

Broadwater Industries Ltd.
250-624-5158
www.broadwaterindustries.ca

Bry-Mac Mechanical Ltd
250-558-3975

Brymark Installations Group Inc
604-944-1206
www.brymark.bc.ca

Caltest Services Ltd.
604-513-1234

Campbell Medical Pipeline Services Ltd.
905-855-0414
www.vitalaire.ca

Canadian Industrial Mill Services Ltd.
604-455-9065
www.cimsltd.com

Canadian Process & Control Ltd.
877-461-4547
www.cpc.ca

Cascade Mechanical Ltd.
250-564-2883
www.cascade-mechanical.ca

CB Hodgson Plumbing & Mechanical Ltd
604-873-1841
www.hodgsonplumbing.ca

Century Plumbing & Heating Ltd
866-534-7644
centurymechanical.ca

Chapman Mechanical
250-545-9040
www.chapmanmechanical.ca

Chem-Star Industries Ltd.
250-962-2322
www.chemstar.bc.ca

Chemco Electrical Contractors Ltd.
780-436-9570
www.chemco-elec.com

Co-Gen Mechanical Services
250-335-2117

Comstock Canada
1-905-335-3333
comstockcanada.com

Corwest Fabrications
604-941-8625
www.ellett.ca

Cranberry Construction Services
604-485-9342
www.cranberryconstruction.com

Davidson Bros. Mechanical Contractors Ltd.
604-522-4798
www.davidsonbros.ca

Driver's Industrial Installation Ltd.
250-748-8225

Dynamic Installations Ltd.
604-464-7695
www.dynamicinstallations.com

Elafon Mechanical Ltd.
604-466-0336
elafonmechanical.ca

Equity Plumbing & Heating Ltd
250-563-1191
www.equityplumbing.ca

Farr Installations Ltd
250-962-0333

Fred Welsh Ltd.
604-294-3100
www.fredwelsh.com

Gordon Latham's Ltd
604-683-2321
www.lathams.ca

Hallgren Construction Company Ltd
604-945-0225

Honeywell Limited
604-654-5678
honeywell.com

HS Crombie Ltd
604-590-5050
hscrombie.com

Ideal Welders Ltd.
604-525-5558
www.idealwelders.com

Idraulico Mechanical Ltd.
604-307-9151

J. Walsh & Sons Plumbing & Heating
250-372-5115
www.jwalshandsons.ca

Johnson Controls Inc.
604-707-5200
www.johnsoncontrols.ca

Kamtech Services-Division of CIMS Ltd Partnership
604-456-9200
www.kamtechservices.ca

Keith Plumbing & Heating Co Ltd.
604-980-4891
www.keithplumbingandheatingcoltd.com

Kitimat Iron & Metal Works Ltd.
250-632-6776
www.kitiron.com

Lockerbie & Hole Contracting Limited
604-777-5950
www.lockerbiehole.com

Mayday Plumbing & Heating Ltd
250-639-0426

MDS Services Ltd
250-785-3185
www.adventureenergy.ca

Mitchell Installations Ltd.
604-294-8351
www.mitchellinstallations.ca

Myco / DRE Services (2005) Ltd.
250-785-3184

National Hydronics Group
604-591-6106
www.nationalhydronics.com

Newco Fabrication Ltd
604-375-6934

North Coast Controls (1981) Ltd.
250-596-2436

Pine Mechanical Ltd
604-542-8636
www.pinemechanical.com

PML Professional Mechanical Ltd.
604-468-9999
www.pmlbc.com

Priority Fire Systems Ltd.
604-255-4591
pfsltd.ca

Prism Contracting Inc.
604-414-0101

Quadraco Alloy Welding Ltd
604-525-5056

RH Jones & Son Mechanical Ltd
250-564-7272

RKM Services Ltd
778-298-7711
www.rkmservices.com

Siemens Building Technologies Ltd
604-273-7733
www.siemens.ca

Simplex Grinnell
604-515-8872
www.simplexgrinnell.com

Sinco Engineering Ltd
604-536-7943
sincoengineering.com

Stevens Plumbing & Heating Ltd.
604-988-8822
www.stevensph.com

Sullivan Mechanical
250-624-2708
www.sullivan-mechanical.com

Team Industrial Services Inc.
905-337-4732
www.teamindustrialservices.com

Templeton Mechanical Ltd
604-888-1605

Thompson Valley Erectors Ltd
250-377-3533
www.tvcltd.ca

Total Energy Systems Ltd
604-540-2233
www.tesltd.ca

Trotter and Morton Limited
604-525-4499
www.trotterandmorton.com

Troy Life & Fire Safety Ltd
604-795-6064
www.troylfs.com

Ultimate Management Services Inc.
604-534-0347

V.K. Mason Construction
604-629-5419
www.manta.com

Versatile Fiberglass Incorporate
604-888-1919

Viking Fire Protection Ltd
604-324-7122
www.vikingfire.ca

W. S. Nicholls Construction
519-740-3757
www.wsnicholls.com

West Central Fire Protection Ltd.
250-964-0595
www.wsc.ca

West Kootenay Mechanical Ltd
250-364-1541

Western System Controls Ltd.
250-491-5000

Western Technical Installations Ltd.
250-751-0362
www.westerntechnical.ca

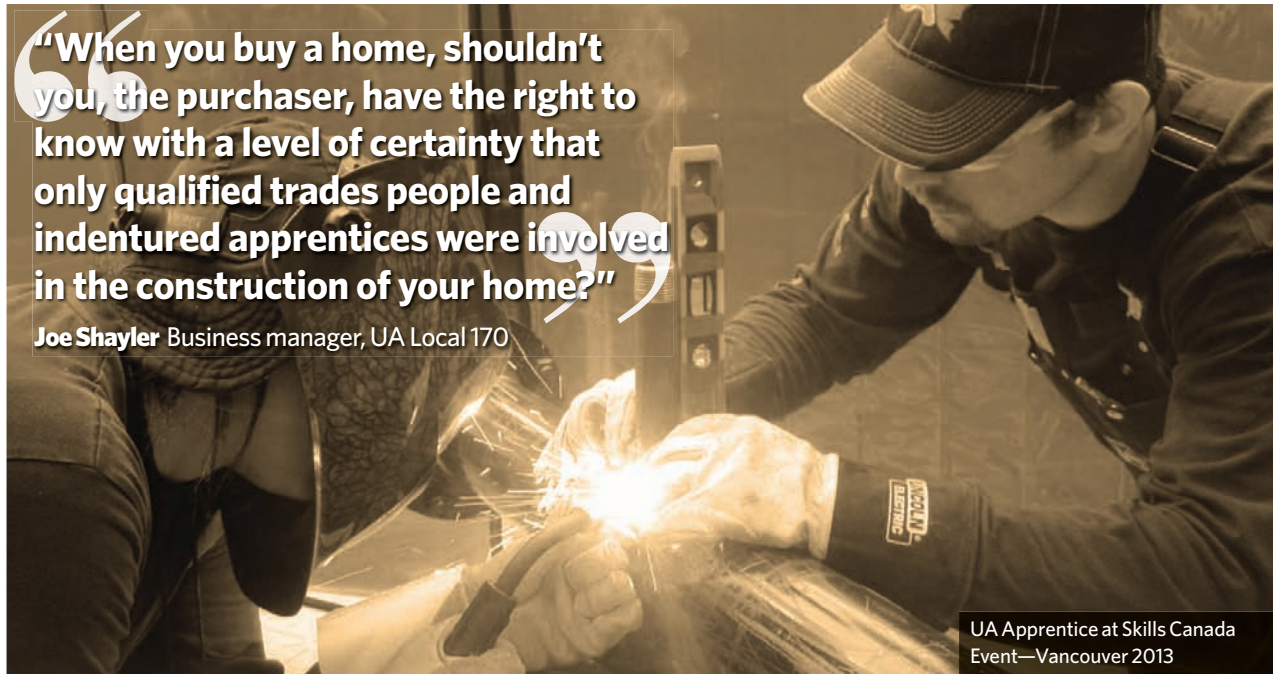
Zanron Fabrication & Machine Co Ltd.
250-632-2181
www.zanron.com



Qualified Skilled Trades People Ensure Quality Construction

“When you buy a home, shouldn't you, the purchaser, have the right to know with a level of certainty that only qualified trades people and indentured apprentices were involved in the construction of your home?”

Joe Shayler Business manager, UA Local 170



UA Apprentice at Skills Canada Event—Vancouver 2013



Buying a home is one of the most significant financial investments people make in their lifetime. It is therefore a natural assumption that buyers deserve the right to know the project is constructed to industry standards by qualified trades people.

The problem, however, is the public has no assurances that the homes and condos they are buying were constructed by trade qualified journeypersons and indentured apprentices. City and municipal inspectors used to inspect trade qualifications on job sites as part of their regular duties, but policy changes made several years ago put a stop to this practice.

“If you have a business license, a set of blueprints and at least one person with a ticket of qualification (for the trade in which they work) to pull a permit on a project, you're in business,” says Joe Shayler, Business Manager of UA Local 170, Plumbers, Pipefitters & Welders, “Nobody's going to check who's on the job. Everyone might be qualified or indentured on a construction site to do the work they were hired to do or there could be only a few qualified tradespersons and several workers who aren't indentured apprentices. There is no assurance that these workers will be working to the proper building codes since there is no assurance they have served their apprenticeships and even know the code. While inspections provide some comfort, inspectors cannot review the work in any detail. No one tells you

that when you're purchasing your home.”

Shayler stresses the need to reinstate the practice of on-site verification of trade qualifications tickets by city and municipal inspectors throughout the province of BC. The cost would be negligible if this was done in the course of their regular duties if it were to once again become a regular practice of the inspectors. Even if there was a modest fee and we are talking a few dollars

relative to the cost of other construction costs, it remains the best way to be sure that new houses and condos meet basic minimum standards. A small fee for the peace of mind of knowing your home was built by qualified trades people to meet building code requirements is definitely worth the investment.

“The general public believes they are protected. They don't know that currently there isn't any process in place to ensure that only qualified tradespersons are on the construction site,” says Shayler. “When you buy a home, shouldn't you, the purchaser, have the right to know with a level of certainty that

only qualified trades people and indentured apprentices were involved in the construction of your home?”

What about work and repairs on existing homes?

Anytime the general public requires a service person or contractor to come into their home to do any repair or renovation involving a trade they can and should be requesting proof that the

person doing the work has a trade qualification ticket for the work they are going to perform.

Shayler most emphatically states, ‘Reinstating on-site inspection to verify trades qualifications should not only apply to the construction of residential homes but to all commercial, institutional and industrial construction projects throughout the province. If a corporation or company wants to construct a natural gas plant or refinery or mine, for instance, the importance of trade qualified workers building and maintaining the facility after it is completed is paramount for public safety.

“Every journeyperson in a trade requiring an apprenticeship, is taught the code associated with that trade during their apprenticeship and they have to work within that code,” says Shayler. “If you haven't served an apprenticeship, you haven't been taught the code.” The various building trade codes and practices were developed to ensure safety and the longevity of our homes, businesses, institutions and the industrial services we rely on every day. It is up to us as consumers, as owners and the public at large to insist that the work is done to the standard established by these codes and practices. The city polices pet licenses and lawn sprinkling. Is it too much to ask that cities and municipalities throughout the province re-instate the practice of permitting inspectors to verify that the trades people working on our homes, schools, hospitals and pipelines are qualified to do the work?”

—BY CHRIS RIDDELL



Joe Shayler
BUSINESS MANAGER,
UA LOCAL 170



UA Local 170 provides to contractors ticketed and qualified journeypersons and indentured apprentices registered with the Industry Training Authority in BC in the trades of plumbing, pipe fitting, steam fitting, sprinkler fitting, instrument technicians, and welding. For a list of those contractors, see inside back cover. **UA Local 170 telephone: 604-526-0441**