

# Working With BCIB

## THE BASICS – WHO DOES WHAT?

**BC Infrastructure Benefits (BCIB) will be the employer for workers on projects under the Community Benefits Agreement. BCIB supplies workers to contractors and subcontractors. Contractors are responsible for the day-to-day direction of workers required to carry out overall construction, but BCIB retains management responsibility, including the ability to hire workers in accordance with the CBA.**

### BCIB Contractor and Subcontractor Agreements

Each contractor or subcontractor working on a CBA project must sign an agreement with BCIB. This agreement outlines the responsibilities of BCIB and of contractors/subcontractors. Included in the agreement is information about how BCIB and contractors provide and obtain project workforce, how workers are paid and supervised, safety, and other details.

### Building Better Opportunities

British Columbia Infrastructure Benefits (BCIB) creates career opportunities for qualified women, Indigenous people and apprentices on our province's biggest construction projects. By providing stable, good-paying jobs for local British Columbians and people underrepresented in the trades, we're taking on our province's skilled trades shortage. We're also building stronger communities and making sure British Columbians get the most out of their investment in public infrastructure projects.

### Workforce Forecasts

Contractors and subcontractors will be responsible for scheduling construction activities and for letting BCIB know which types of workers are needed when and where.

At the RFP stage, each proponent will submit their Interim Workforce Requirements to BCIB. This is the proponent's forecast of the workers they think they will need to deliver the project, including anticipated subcontractor workforce. This forecast will be aligned with the proponent's construction schedule and work activities, and it will be used by BCIB to plan sourcing and recruiting the required workforce.

For the duration of the project, contractors and subcontractors will also be required to provide BCIB with regularly updated forecasts for the workforce they need.

### Payroll

Contractors will be invoiced each pay period for the workforce provided by BCIB, in accordance with the CBA.

### Safety

Contractors will be required to meet or exceed the requirements set out in BCIB's Health and Safety Program, BCIB's Workplace Discrimination and Harassment Policy and its Drug and Alcohol Policy.

As the employer, BCIB has its own responsibility for the health and safety of its employees. This does not take any responsibilities away from the contractor, but sets a minimum safety standard the contractor will have to achieve or exceed.

### Apprentices and Trainees

BCIB will set specific apprenticeship and training targets for each of its projects. These targets apply to the project as a whole, and not specifically to each contractor or subcontractor. As a contractor or subcontractor, you may be required to follow these targets when requesting workers from BCIB.

Project targets are based on targets set out in the CBA, as well as details specific to each project. Across all projects under the CBA, BCIB's objective is to achieve:

- 25% Red Seal apprentice ratio across all projects under the CBA
- 10% non-Red Seal trainees and apprentices



**Questions?** If you have more questions about working with BCIB or about the Community Benefits Agreement, please email us at [info@bcib.ca](mailto:info@bcib.ca).