

Working With BCIB

FREQUENTLY ASKED QUESTIONS

What is the Community Benefits Agreement (CBA)?

The Community Benefits Agreement (CBA) describes how workers are hired and employed on select major public infrastructure projects in B.C. The agreement is signed between BC Infrastructure Benefits Inc. (BCIB) and the Allied Infrastructure and Related Construction Council (AIRCC).

The Community Benefits Agreement helps deliver good-paying jobs, better training and apprenticeships, and more trades opportunities for Indigenous people, women and youth around the province. The Community Benefits Agreement (CBA) currently applies to:

- Projects within the Trans-Canada Highway 1 Kamloops to Alberta Border Four-Laning Program
- The Pattullo Bridge Replacement Project
- The Broadway Subway Project

If you are a contractor or subcontractor that has been selected to work on one of these projects, you will be required to follow the guidelines of the CBA. The CBA describes how workers are hired and employed on these projects. BCIB is the employer for workers on CBA projects. BCIB's employees are specifically defined in article 2.309 of the CBA.

Who is BC Infrastructure Benefits, Inc. (BCIB)?

BC Infrastructure Benefits Inc. (BCIB) is a B.C. Crown corporation that helps make sure the benefits that come with building British Columbia's public infrastructure projects go to the people who call the province home. As the employer for workers on select major infrastructure projects, BCIB makes sure British Columbians get access to good-paying jobs, skills-development and apprenticeships. Providing opportunities to qualified locals, Indigenous people, women, youth and other underrepresented groups in the trades will help ensure our province can meet today and tomorrow's labour needs.

Does my company have to be part of a union to work on a CBA project?

Any company can work on a CBA project. However, once hired, within 30 days, workers must apply to join a union included in the Allied Infrastructure and Related Construction Council (AIRCC). This requirement is stated in Article 8.100 of the CBA.



Who decides how workers are deployed on the project?

Before starting work, contractors and subcontractors will let BCIB know how many workers they need from each trade to complete work.

During 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 contractor workforce. This forecast will be aligned with the proponent's construction schedule and work activities, and will be used by BCIB to plan sourcing and recruiting the required workforce. For the duration of the projects, contractors and subcontractors will also be required to provide BCIB with regularly updated forecasts for the workforce they need.

Crews will be selected according to the process described in article 8.600 of the CBA, which gives contractors and subcontractors a role in selecting their crew. As part of the process, contractors and subcontractors can choose their supervisors and can request (name hire) specific crew members.

Small local contractors, with a labour component of up to \$35,000 can name hire all employees if these employees are all local residents (CBA, article 8.604).

BCIB makes sure that the process outlined in the CBA is followed, and takes a role in sourcing and recruiting workers. The AIRCC will dispatch workers, calling them to send them to the jobsite.



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FREQUENTLY ASKED QUESTIONS CONT.

What is the Allied Infrastructure and Related Construction Council (AIRCC)?

The Allied Infrastructure and Related Construction Council represents B.C.'s major building trades unions. There are currently 19 unions who are members of the AIRCC and signatory to the Community Benefits Agreement.

What will the ratio of apprentices be on CBA projects?

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

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.



Questions? If you have more questions about working with BCIB or about the Community Benefits Agreement, please email us at info@bcib.ca.