

Working With BCIB

HOW HIRING WORKS

BC Infrastructure Benefits (BCIB) will be the employer for workers on projects operating under the Community Benefits Agreement. BCIB hires workers in accordance with the Community Benefits Agreement.

How crews are selected

Contractors working with BCIB receive access to skilled trades workers who are employees of BCIB. Contractors can choose their supervisors, can request (name hire) specific crew members, and are assured stability with known wage rates and no work stoppages or lockouts.

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).

Name hires (including supervisors and employees) all become employees of BCIB and must have been residents of Canada for at least six months, and employees of the contractor for six months of the last two years (CBA, article 8.606).

The process that contractors use to get workers for their crew is described in CBA section 8.600. It differs slightly depending on the size and composition of the crew (whether the crew is larger or smaller than six workers and whether the crew comprises of one trade or several trades).

Step 1

THE CONTRACTOR
NAMES ALL SUPERVISORS
BCIB HIRES THEM



Steps for choosing crew members

The first step for any crew is that the contractor gets to name all supervisors. These could be any qualified individuals.

Then, the contractor can name up to four qualified employees (depending on crew size and composition).

Following this, in an order that is determined by crew size or composition, the rest of the crew is either:

- named by the contractor,
- requested by the contractor (for union workers), or
- selected by the union/supplied from a list of workers who have applied to BCIB.

Step 2

THE CONTRACTOR
CAN NAME UP TO FOUR
QUALIFIED EMPLOYEES
BCIB HIRES THEM



Step 3

BCIB HIRES THE
REST OF CREW
FROM A MIX OF:



WORKERS
SELECTED BY
THE UNION

WORKERS WHO
HAVE APPLIED
TO BCIB

WORKERS
REQUESTED BY
CONTRACTOR

Continued →

Working With BCIB

HOW HIRING WORKS CONT.

Hiring Priority

In addition to the process described on the other side of this handout, workers are given priority hiring status based on several factors, including:

- whether they are members of a group that is underrepresented in the trades (such as Indigenous peoples, women or other groups);
- where they live (whether local, from B.C. or another Canadian province); and
- whether or not they are members of an AIRCC union.

This hiring priority is described in full in sections 9.100 of the CBA. It does not apply to workers that the contractor names, only to workers selected from the union, supplied by BCIB or requested by the contractor from the union.

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.



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