

# The Independent

THE OFFICIAL PUBLICATION OF THE INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION

Volume 5: 2018



**The Get to Yes Challenge  
Sound Public Policy  
Honouring B.C. Builders**

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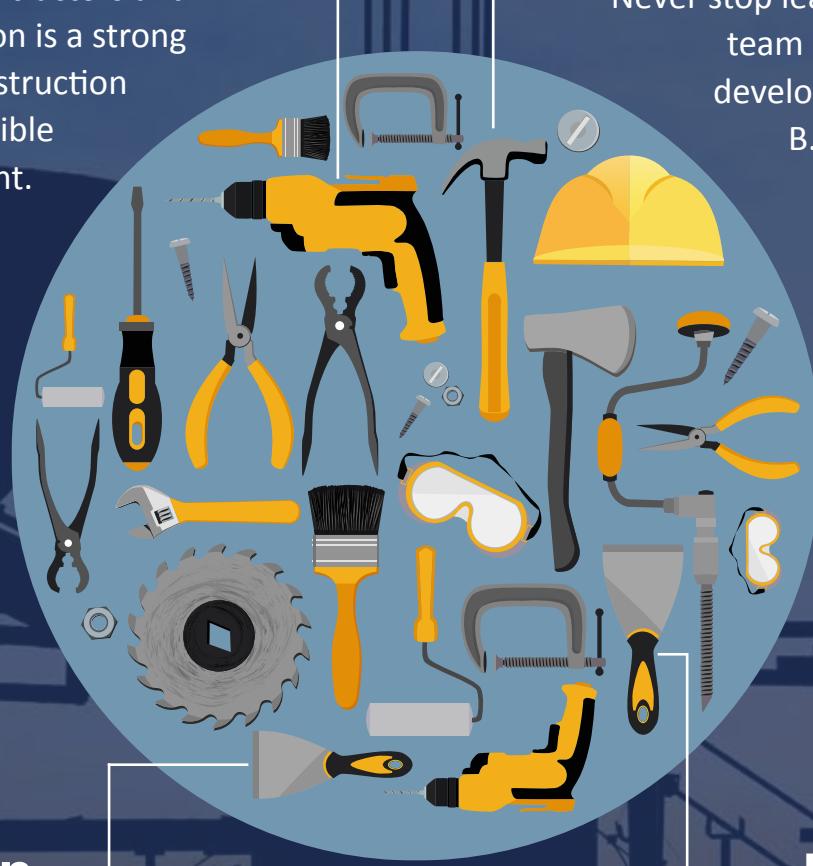
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# 2018 - HIGH STAKES AHEAD

In Canada, we just can't seem to get out of our own way when it comes to approving major infrastructure projects and responsible resource development. Political leaders and bureaucrats keep tripping us up with red tape, questionable decisions, higher taxes and costly self-inflicted mistakes. One could be forgiven for thinking that we have set about to sabotage jobs, investment and our economic future.

It would be an understatement to say that B.C. and Canada do not have a great record of approving and building large infrastructure projects — witness the cancellation of PNW LNG, Energy East and Northern Gateway while Site C, Keystone XL and the TransMountain Pipeline expansion projects are all facing legal challenges and protests. No wonder B.C. has sunk to the bottom 25 per cent, worldwide, of places where oil and gas companies feel comfortable investing billions of dollars.

If there was an international “Get To Yes” challenge on major infrastructure projects, B.C. and Canada would fail.

The stakes are high. We need to find a way to build these projects or risk being labelled a country where new capital, new talent and new ideas are not welcome. All Canadians benefit through increased tax revenue, job creation, and the purchase of goods and services throughout the energy value chain. Further, Indigenous communities are important partners and significant beneficiaries from these opportunities.

We need these projects. Nearly a quarter million British Columbians work in construction and many of them are counting on the jobs that flow



Chris Gardner, ICBA President

from these investments. Construction accounts for nearly 10 per cent of the B.C. economy — if the work slows, the entire province will suffer.

In a decade, we have gone from a country on the verge of becoming a global energy superpower to a place where (because we have so little access to international markets for our oil) we have to sell it at a discount to the United States. This is a \$60 million daily gift to our neighbours, who export their own oil at the full international market price.

Sadly, this is self-inflicted. Canada is now a country where it is simply becoming too difficult to build big infrastructure projects.

As federal and provincial governments across Canada have made the regulatory approval and permitting process increasingly complicated, time-consuming and expensive, it would not be a stretch to think that they are doing their level best to shut down our energy economy. Well, their plan is working. Consider that TransCanada just spent \$1 billion on due diligence for the cancelled Energy East pipeline and has absolutely nothing to show for it. Petronas PNW spent \$600 million before pulling the plug on its LNG project.

The energy sector in our country is slowly being hollowed out — talent, opportunity and family-supporting jobs are slipping away. Over the past three years, there has been an exodus of international investors from Canada's oil and gas sector. The largest players in the world are leaving and are not coming back.

Too often in Canada, the rules change, the goal posts are moved, and companies seeking to invest billions of dollars, create jobs and provide opportunities for Canadians are unjustly vilified in the process.

Unfortunately, we are losing sight of what it takes to attract investment, create opportunities and compete internationally. And, by this measure, Canada's loss is the gain of its competitors — countries focused on fostering growth, attracting investment and getting their natural resources to markets. The brash and bold character that built our great country is in danger of being read about only in the pages of history textbooks.

And if our governments don't turn this around fast, British Columbians and all Canadians will be the losers — our competitiveness and our long-term prosperity will suffer while our global competitors will benefit. For construction and for our economy, the stakes in 2018 are high indeed. [ICBA](#)

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**Chris Gardner**  
**President, ICBA**



For more than 40 years, the Independent Contractors and Businesses Association (ICBA) has been the voice of B.C.'s construction industry. Today, ICBA represents more than 2,000 members and clients, and is one of the leading third-party providers of group health and retirement benefits in B.C. and the single largest sponsor of apprentices in the province. ICBA undertakes public policy research and advocacy initiatives focused on the construction sector and responsible resource development.

When you become a member of ICBA, you join an organization that wants you and your business to succeed. We offer a line of services that help businesses grow, including health and retirement plans, construction market intelligence, skills development, wage and benefit surveys, apprenticeship support and management training, and affinity programs to improve your business's bottom line.

We are a strong voice for the industry, and our expertise is regularly sought after by both government and the private sector. We advocate on behalf of free enterprise and the construction industry, promote responsible resource development, and are a voice for the interests of our members.



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# B.C. RISKS FAILING THE GET TO YES CHALLENGE

BY JORDAN BATEMAN



ICBA's Chris Gardner launches the Save Site C Campaign

If there was a worldwide “Get to Yes” infrastructure and investment challenge, Canada — and British Columbia in particular — would fail miserably. Professional protestors, ridiculous overregulation, burgeoning bureaucracy and far too many politicians stand as impediments to attracting investment and approving major projects.

Unfortunately, this is not a game show where the stakes are small. This is about tens of billions of dollars of investment, with all the prosperity, technology, innovation, jobs and opportunity that major infrastructure and responsible resource development projects can provide.



ICBA Get to Yes rally in Terrace

And Canada keeps slapping that investment away.

For years, B.C. politicians and leaders talked about the opportunity for Liquefied Natural Gas (LNG) — a way to capitalize on the province's massive, but landlocked, natural gas reserves by shipping the resource to Asia. LNG would help Asian nations meet their energy needs in a clean, sustainable way, improving both our provincial economy and the environment by helping wean Asian cities off dirty fuels like coal and heavy oil.

But progress was glacially slow. B.C.'s carbon tax was a massive disadvantage. A special LNG tax followed by a GHG emission

framework that imposed more costs onto project proponents, made the business case even shakier. Excruciatingly long, and often redundant, government and environmental reviews took their toll.

Then there are the professional protestors, some paid by big American environmental groups, who spin and amplify every possible negative outcome, whether factual or not. It doesn't matter that B.C. planned the cleanest LNG industry in the world or that it would reduce Asia's reliance on coal — they want the gas left in the ground.

Further, both the federal and provincial levels of government have avoided engaging Indigenous communities in a way that makes them true



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Site C south bank excavation

partners in these nation-building projects. The result of this piecemeal approach to dealing with First Nations is uncertainty and confusion.

At one point, more than 20 LNG plants were proposed for B.C. Now, it looks as though the province may be lucky to get two.

One major contender bowing out in 2017 was Petronas, which had spent \$600 million just trying to get to yes on the regulatory side for their \$36 billion Pacific Northwest LNG project near Prince Rupert. That \$36 billion would have been the single largest investment in B.C. — ever.

Now Pacific Northwest LNG is gone, along with its 4,500 construction jobs, 330 long-term operations positions, and \$1.3 billion per year in government revenue.

The Petronas project wasn't the only cancellation in 2017. China's CNOOC killed its Aurora LNG proposal near Prince Rupert, and Steelhead LNG scrapped its Malahat Nation-partnered project on Vancouver Island.

Now, there are only two LNG proposals close to making the all-important final investment decision: Shell's \$40-billion LNG Canada proposal for Kitimat (4,000 construction jobs), and the \$1.6 billion Woodfibre LNG proposal near Squamish (600 construction jobs). And there's no guarantee that either — or both — will proceed, despite years of work and hundreds of millions of dollars invested in front-end engineering and design.

Even if these two plants get their approvals and a final investment decision, there's another hurdle: a key piece of steel equipment, which cannot be manufactured anywhere in Canada, had been made the subject of an onerous import duty by a little-known trade agency.

Five years ago, neither Canada nor the United States exported LNG to Asia. Canada still doesn't — but the U.S. is now the third-largest LNG exporter in the world, behind only Australia and Qatar. America got to yes, and left Canada in the dust. How? Because it's cheaper, faster and easier to invest tens of billions of dollars in the U.S. than it is in Canada.

LNG isn't the only part of the energy industry struggling to get things built. Getting to yes on the TransMountain pipeline expansion took Kinder Morgan nearly a decade of making plans, meeting with First Nations and other local stakeholders, filing regulatory

requirements and undergoing an environmental review that left them with nearly 200 legal and environmental conditions to meet.

Shockingly, once Kinder Morgan got their approval, the new NDP government in British Columbia announced they would use "every tool in the toolbox" to try and stop them from building it. The new government sided with First Nations in court, coming out squarely against the process that previous federal and provincial governments had put in place.

Further, local mayors are using bylaws and permit procedures — which are supposed to be fair — to try and stop the pipeline. It's become so blatant that the National Energy Board has had to step in to compel the City of Burnaby to push the permits along.

The professional protest movement routinely targets Kinder Morgan sites, putting themselves and workers in danger. They also tried to bully Desjardins, Canada's largest credit union federation, into stopping all lending to oil and gas companies and projects. ICBA fought this hard, generating nearly a thousand letters supporting Canadian energy to the CEO of Desjardins. Just before Christmas, Desjardins changed its policy and announced it would indeed continue to fund oil and gas — it was a nice stocking stuffer for the men and women who work in construction and energy.

TransCanada spent a billion dollars trying to get to yes on their \$17 billion Energy East pipeline project. But when the National Energy Board changed its rules mid-application and it was clear that local and provincial politicians in Quebec could not be persuaded to support this important national project, TransCanada abandoned it, citing red tape.

The new B.C. government can't even get to yes on publicly-funded projects. There has been no forward movement from the NDP on a new Pattullo Bridge or transit lines. Further, the \$3.5-billion Massey Bridge replacement project, which would have replaced the failing 60-year-old tunnel under the Fraser River, was cancelled by the NDP a month after they took office. The NDP government claims it wants further study, but the Massey project has already generated 14,000 pages of review, and \$66 million has been spent on geotechnical work and engineering.

Two needed expansions to Highway 1 — Canada's national highway link — were also cancelled by the NDP government. The \$113 million plan to widen Highway 1 between Langley and Abbotsford is gone. So is the \$200 million upgrade between Kamloops and Chase.

The Site C Clean Energy Project, a \$10 billion dam under construction near Fort St. John, barely survived the NDP axe — and only because the previous government had pushed hard to get it past the point of no return.

Some 2,500 construction workers have been working on the dam, more than \$2 billion was spent and the project was 20 per cent complete when the NDP government sent the project through a sloppy, rushed 12-week review by the B.C. Utilities Commission.

ICBA fought hard for Site C, launching a pink slip campaign to show how many workers and their families were relying on the project and drawing attention to the clean, renewable power that will be generated by Site C for the next 100 years. We held news conferences, did media stunts like flyovers and billboards, and pushed hard on social media. Thousands of British Columbians lent their support through letters sent on our Get2Yes.ICBA.ca platform.

It was a rare piece of good news. Fortunately, economic pragmatism won over the activists and the bureaucracy — this time.

But Site C is just a quiet whisper in the face of a loud conversation of no. No to oil and gas. No to responsible resource development. No to energy projects. No to pipelines. No to new bridges. No to new highways. No. No. No.

Small wonder why there are no new entities lining up to move into British Columbia with their investment dollars. We're failing the "Get to yes" challenge. Miserably.

Figuring out a way to turn "no" into "yes" is now not only a provincial imperative but also a national one. [ICBA](#)

**Jordan Bateman is ICBA's communications director.**

### HOW CAN YOU HELP PROJECTS GET TO YES?

ICBA has taken on the challenge of getting major infrastructure and responsible resource development projects to yes. Last year, we launched Get2Yes.ICBA.ca, a website promoting major projects and giving people ways to support them.

It's worked. We've generated thousands of letters in favour of Woodfibre LNG, Kinder Morgan, the Massey Bridge, Site C, and reversing the Desjardins oil and gas lending ban.

We've used it as the backbone for our public initiatives supporting these projects, including our op-eds, news conferences, and media stunts. The message is clear: the silent majority of British Columbians support balance, sustainability and an economy where fairness and opportunity build communities and support families.

Please join this debate and show your support for the men and women in construction who help build a stronger British Columbia and a stronger Canada.

1. Go to Get2Yes.ICBA.ca and support the projects you believe in.
2. Like ICBA on Facebook ([facebook.com/theicba](https://facebook.com/theicba)) and share our message on social media.
3. Speak up for these projects — don't be shy about telling people why we need these jobs.
4. Come to ICBA's Outlook Forum this spring to learn more about how to get to yes.



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# ICBA 2017 AGM

## Peyton Manning's Speech Scores at AGM



Peyton Manning

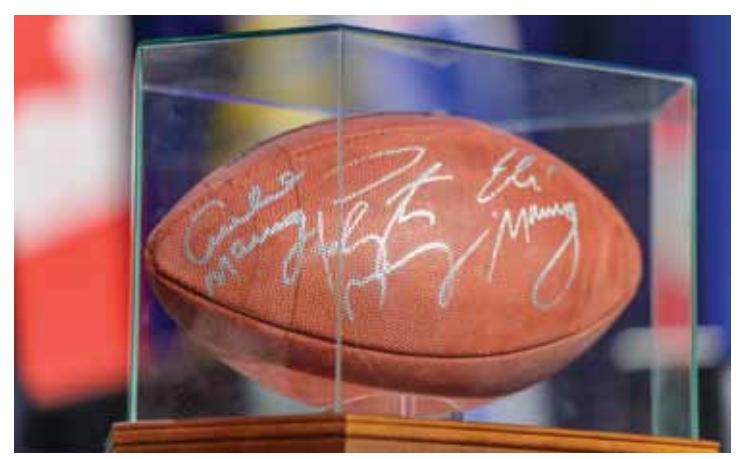
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CBA's 42nd Annual General Meeting Dinner on November 21st, 2017, was a huge success. Legendary NFL quarterback Peyton Manning delivered a powerful keynote address on leadership to nearly 750 people at the Hyatt Regency. Manning then sat down with ICBA's Chris Gardner and Jordan Bateman for a Q&A, wowing the crowd with both funny and heartfelt stories about his life in the NFL. ICBA also inducted four new life members — Gordon Campbell, Peter Gall, Philip Hochstein and Gord Stewart — and presented the 2017 Award for Construction Workplace Health and Safety Innovation to Jacob Bros Construction. The 43rd AGM Dinner will have a lot to live up to this fall — but we are up to the challenge. Watch [icba.ca](#) for details. [ICBA](#)





Manning and ICBA's Chris Gardner and Jordan Bateman



Football signed by Archie, Eli and Peyton Manning

# ANNUAL INDUSTRY OUTLOOK FORUM

## CNN's John King Talks Donald Trump and US Politics

**I**CBA's annual Industry Outlook Forum took place May 2, 2017, in Vancouver. John King, CNN's senior political correspondent, sat down with Vancouver's own Bob Rennie to talk about Donald Trump's surprise election win and the future of U.S.-Canada relations. Afterward, local business leaders Rennie, Byng Girard, Robin Silvester and Susan Yurkovich gave their insight into where B.C. was headed economically. The 2018 Industry Forum will be held this spring. Watch icba.ca for details. [ICBA](#)



ICBA's Chris Gardner



CNN's John King



Woodfibre's Byng Girard



Council of Forest Industries' Susan Yurkovich



Port Metro Vancouver's Robin Silvester

# HONOURING BRITISH COLUMBIA'S BUILDERS

## ICBA's Life Membership awarded to four recipients

**L**ife membership is the highest honour ICBA bestows on an individual. With life membership, we recognize the men and women who have shown a long, unshakable commitment to

the construction industry, free enterprise in British Columbia, and ICBA.

On November 21st, 2017, four people received an ICBA life membership: former B.C. premier Gordon Campbell, lawyer Peter Gall Q.C., and former ICBA presidents Philip Hochstein and Gord Stewart. **ICBA**



**Gordon  
Campbell, OBC**

Gordon Campbell, the 34th premier of British Columbia and 35th mayor of

Vancouver, is the first politician to receive an ICBA life membership. Recognized for his leadership in building the Canada Line, Sea-to-Sky Highway, the new Port Mann Bridge, Kicking Horse Canyon Pass, schools, universities, colleges and hospitals, (investments that totaled more than \$50 billion), Gordon was a premier who shaped B.C. as significantly as another former premier, W.A.C. Bennett.



**Peter A. Gall,  
Q.C.**

For decades, Peter Gall has been ICBA's go-to lawyer in our efforts to fight for fairness in labour markets and getting to yes on responsible resource development

projects in the courts. Widely recognized for his expertise in civil litigation, administrative, constitutional, labour, and employment law, Peter has acted as ICBA counsel before various administrative tribunals and at all levels of court — including the Supreme Court of Canada. Peter's expertise has also helped dozens of ICBA member companies transition from small businesses into medium-sized and large construction companies.



**Philip  
Hochstein**

No individual has been more responsible for the growth and success of ICBA than Philip Hochstein, our long-time president and leader. For three decades, Phil was

the public face of ICBA. When he started at ICBA, he was the only employee and the office was in a basement suite in Surrey. Over the next 30 years, his vision, leadership and at times courage, built ICBA into the most successful construction association in Canada. His expertise in public policy, advocacy and construction issues made him an unstoppable force in promoting the free enterprise principles of ICBA to decision-makers at all levels of government.



**Gord  
Stewart**

Working shoulder-to-shoulder with his friend and mentor Philip Hochstein, Gord Stewart led

ICBA's highly successful insurance company for more than a decade. His rapport with ICBA members was a key part of the insurance platform's success and, in turn, ICBA's strong position in the B.C. construction industry. A founding director of the Industry Training Authority, Gord was also the key driver behind ICBA's training and apprenticeship program management platform.

### ICBA'S BUILDERS' WALL

Gordon Campbell, Peter Gall, Philip Hochstein and Gord Stewart join a group of Life Members and ICBA board chairs whose contributions to construction, our association and B.C. are remembered on ICBA's Builders' Wall:

- Wilson Beck, *Life Member*
- Bob Fairbank, *Board Chair*
- Larry Fisher, *Life Member*
- Ken Funk, *Life Member*
- Mark Gauvin, *Board Chair*
- Don Goedbloed, *Board Chair*
- Jim Greatbanks, *Life Member*
- Axel Gringmuth, *Board Chair*
- Cindy Kaufman, *Board Chair*
- Bill Kerkhoff, *Life Member*
- John Knappett, *Board Chair*
- Steve Knoblauch, *Board Chair*
- Christina Koechl, *Board Chair and Life Member*
- Ed Kop, *Board Chair*
- Kurt Krampl, *Board Chair*
- Darcy Kray, *Board Chair*
- Peter Krause, *Board Chair*
- Jim Laurence, *Board Chair*
- Fin Levick, *Board Chair and Life Member*
- Joe Lindgren, *Board Chair*
- Steve Lornie, *Board Chair*
- Roy Moor, *Board Chair and Life Member*
- Joel Nauss, *Board Chair*
- Ralph Purdy, *Life Member*
- Ruth Purdy, *Life Member*
- Ed Rempel, *Board Chair and Life Member*
- Ethel Rempel, *Life Member*
- Ewald Rempel, *Life Member*
- Len Rempel, *Life Member*
- Myrtle-Ann Rempel, *Life Member*
- Brad Robb, *Board Chair*
- Erin Strench, *Life Member*
- Elmer Verigin, *Board Chair and Life Member*
- Don White, *Board Chair*

# SOUND PUBLIC POLICY AND RESPONSIBLE RESOURCE DEVELOPMENT = OPPORTUNITIES

BY TIM MCEWAN



Woodfibre LNG site near Squamish

**I**CBA is a strong and diverse organization with a long track record of taking clear positions on the leading public policy issues of the day. The association's storied history began in the mid-1970s when a number of contractors and business people gathered in Trail to collectively respond to unfair labour legislation and procurement policies which were imposed by the government of the day.

From these humble beginnings, ICBA continues to represent the small contractor, entrepreneurs just starting out, and businesses trying to win work and grow with determination on both the provincial and national stages. In doing so, we continue to hold true to the core values rooted in individual initiative, an open market economy, opportunities for companies to compete on a level-playing field, and for fairness and balance in public policy.

One of ICBA's tasks today is to undertake balanced and evidenced-based policy analysis on provincial and federal government initiatives of importance to our members and the broader construction industry.

As a small, open, trade-dependent economy, how welcoming our province is to international and domestic investors matters a great deal. We need a job creation and investment framework that provides opportunities for mutual gains for owners, workers, indigenous people, government and for shareholders who deserve competitive rates-of-return on their investments.

Business leaders and investors must also keep a watchful eye on the tax burden, both personal and corporate. We need certainty in regulatory processes and a clear line-of-sight to positive, value-creating outcomes. We need governments that will establish fair "rules of the game", and then abide by them once they are in place.

And in the workplace, we need to see balance and fairness in government-mandated standards.

The prospect of a return to the labour policy "pendulum swings" prevalent in the mid-1970s and the 1990s is concerning to our members and the broader business community. Further, over the past couple of decades major resource projects have become extremely complex to permit and approve under the crushing weight of excessive government regulation and seemingly indeterminate permitting and approval processes. Canada and B.C. are at risk of becoming a jurisdiction where it is simply too hard to get major infrastructure and responsible resource development projects approved and built.

Over the past year, ICBA made submissions to the provincial and federal pre-budget consultations, making the case for improving major project review processes and building-out enabling infrastructure to boost economic growth and job creation in our urban and regional economies.

ICBA was also at the forefront of efforts to save the Site C Clean Energy project from cancellation. We are very pleased with the outcome, though we remain concerned about the new provincial government's musings about adopting costly old-school project labour agreements that would stack the deck in favour of building trade unions, to the detriment of fair, open and competitively-priced procurement. B.C.'s construction workforce is more dynamic and flexible than it has ever been and turning the clock back will hurt our competitiveness and cost our province jobs and investment.

On the federal front, ICBA joined other national associations in denouncing the government's ill-advised corporate tax changes for small businesses. We also unambiguously made the case that

completion of the TransMountain pipeline is in the national interest. ICBA weighed in on Bill C-48, the government's effort to ban oil tankers from B.C.'s northwest coast, pointing out that this initiative effectively closes the door to further exports of western Canadian oil resources through B.C.'s north coast ports to the vast markets of the Asia Pacific. And, it does so without imposing a similar restriction on the east coast of Canada, where oil is exported everyday.

At the same time, ICBA made presentations on the critical importance of getting LNG development to yes to build B.C.'s prosperity in the long run, while creating well-paid, family-supporting jobs in the construction sector over the short-term.

In 2018, ICBA will be resolute in prosecuting the case for responsible resource and major project development, competitive taxation, and workable, fair and balanced rules governing workplaces and government procurement.

In these efforts, we will be thoughtful, yet direct. We will be respectful, yet resolute. And we will not shy away from reminding policy makers — in Victoria and Ottawa — that the economic well-being of our great province is at serious risk if we stop building the infrastructure we need to remain competitive and to harness our natural resources sustainably.

Realizing shared gains from B.C.'s economy requires public policy choices that encourage individual initiative, understands our province's position as a small, heavily trade-dependent jurisdiction, and recognizes that a healthy and vibrant construction sector enables broad-based economic growth, job creation and revenue for health and social programs. **ICBA**

**Tim McEwan is ICBA's senior vice president, policy & stakeholder engagement.**



Port near Prince Rupert



Pipeline construction



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# PHILIP HOCHSTEIN FELLOWSHIP ENDOWED

Investing in the future at SFU's Beedie School of Business



hen Philip Hochstein retired after 30 years of leading the Independent Contractors and Businesses Association, a natural question arose.

Where will the next generation of Philip Hochsteins come from? Who will lead and shape British Columbia in the future, passionately advocating like Philip for the values of open shop construction, free enterprise, entrepreneurialism, low taxes, common sense regulation and a strong economy?

At ICBA, we felt we had a responsibility to ensure Philip's legacy lived on. It was with this in mind that ICBA announced it would endow the Philip Hochstein Research Fellowship at Simon Fraser University's Beedie School of Business with \$700,000.

The Beedie name is near and dear to ICBA. The Beedie Group is a long-time ICBA member, and both Ryan Beedie and his father, the late Keith Beedie, are strong supporters of ICBA. Their \$22 million donation to SFU established the business school, making it a global thought leader in innovation and entrepreneurship, Asia Pacific business studies, risk management and sustainability.

The Hochstein endowment includes an annual fellowship award to a Beedie School faculty member conducting research in areas related to free enterprise and open markets.



Philip Hochstein

As well, every year, a \$25,000 cash award will be presented to a student, scholar or academic who writes the best paper on free enterprise, open markets or related topics. The paper will be debated at an annual forum hosted by the Beedie School of Business.

The Hochstein Fellowship will help shape the public policy debate in B.C. for decades to come. We hope it will become a source of ideas, critical thinking and research, pushing the cause of free enterprise forward.

Just as ICBA builds on the foundation and legacy of Philip Hochstein, so too the next generation will build on our work. [ICBA](#)

We are proud to  
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## SAFETY AWARD RENAMED FOR GORD STEWART

For many years, ICBA has annually recognized one of its members with the Award for Construction Workplace Health and Safety Innovation.



Gord Stewart

The Award acknowledges individuals and companies for their efforts in the prevention of workplace incidents, injuries and illnesses. It recognizes an employee or team of employees who come up with an innovative program, policy, tool or project that demonstrates an innovation in the area of health and safety on the job site. For everyone working in construction, there is nothing more important than ensuring that at the end of each work day, everyone goes home to their families and friends safe.

In November 2017, the Award was presented to Jacob Bros Construction's YVR Runway End Safety Area 26 Left crew.

The Jacob Bros' team developed, improved and modified a six-metre long Concrete Vibratory Knife, which allowed YVR Airport to safely use their busiest runway every day. Conventional methods, such as crack inducers, create a lot of noise and generate high levels of dust, exposure to which over the long-term can lead to significant health issues.

In 2018, the Award will be renamed the Gord Stewart Award for Construction Workplace Health and Safety Innovation. For 18 years, Gord was a pivotal leader at ICBA, building and growing the organization, including our training department and insurance business.

# LIFE-LONG LEARNING

## A record year for ICBA's professional development training

BY KERRY VITAL, ICBA



ICBA automotive glass technician apprentice Rachel Pattenden

**P**ardon us if we celebrate for a moment: It was a record-breaking year for ICBA's professional development department, which helped nearly 3,500 men and women in construction improve their skills, leadership and qualifications.

"ICBA's professional development program helps both members and non-members stay up-to-date in the construction industry and ahead of their competition," says Sabine Just, ICBA's director of training. "Having better trained employees benefits not only the individual but also the construction industry as a whole."

A 2015 survey by Deloitte found that the new generation of workers feels that the skills they learn on the job or in professional development courses are more important than the knowledge they learned while at school. The world changes rapidly, and it's essential that companies ensure their employees maintain and enhance their skills.

"ICBA can respond to new ideas and industry changes with training more quickly than traditional education providers," Just says.

ICBA's professional development program continues to grow annually, and 2018 is already promising to be another record year. We now offer public courses throughout the province on a variety of topics, including technical training, supervisory skills, safety courses, and regulatory updates. ICBA also offers more than a dozen online courses to allow you to learn at your own pace on your own time.

Why should you or your team members take a course with ICBA? Continuing your education beyond formal schooling will enhance your career and make you more competitive. Don't believe us? Let some of our members tell you!

"Take more courses that pertain to your industry, whether it's estimating, project management, or safety. You never know when these courses will take your career in a different direction," says ICBA member Charles Baverstock of Stonebridge Operations Inc.

"Education makes you more employable, and creates different opportunities for you."

We also offer frequent free networking breakfasts to allow attendees to grow their business and liaise with other ICBA members.

"ICBA's training program is exceptional," says Brad Stevenson, chief operating officer at Unitech Construction Management. "The courses I have taken are informative and include real-life examples and hands-on training required to retain the information."

Not a member? ICBA's professional development courses and networking breakfasts are open to both members and non-members, though members receive a significant discount on their registration fees.

We are also proud to offer in-house and on-site training to companies looking for all of their employees to take a specific course. This allows employers the flexibility of scheduling training on a day that works the best for their workforce, and ensures that workers are trained on the equipment that they will actually use on the job site. Whether you're looking for an equipment training course, a supervisory skills workshop, a computer skills course or anything in between, ICBA will handle all of the bookings and logistics for you, including finding an instructor and securing a venue or catering if needed. It's as easy as sending an email to our training department at [training@icba.ca](mailto:training@icba.ca).

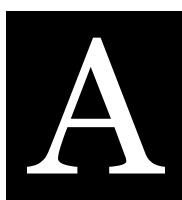
With the majority of our courses granting Gold Seal and BC Housing Continued Professional Development points, it has never been a better time to continue your professional education. **ICBA**

***For more information about our professional development training, visit [icba.ca/training](http://icba.ca/training).***

***To stay informed about our upcoming courses in your area, subscribe to the biweekly training newsletter at [icba.ca/trainingnewsletter](http://icba.ca/trainingnewsletter).***

# BUILDING STRONGER FUTURES

## ICBA's Apprenticeship Program



key focus for every company is ensuring that their future is secure — and training new workers is a key part of that commitment. With ICBA's apprenticeship management program, it's never been easier for companies to manage the paperwork and get their people through the process effortlessly.

ICBA is the single largest sponsor of construction apprentices in the province, with approximately 1,100 apprentices registered in 30 trades.

"We are a one-stop-shop for everything that apprentices and employers need," says senior training and apprenticeship coordinator Ally Bodnar. "We answer questions from apprentices, offer bursaries, and help them get other grants."

Customer service is always a top priority for ICBA and that is apparent in our apprenticeship department, which grew in 2017 with the addition of training and apprenticeship coordinator Desiree McGee.

Our apprenticeship program costs nothing for ICBA members. We offer the apprenticeship management program as an added value for our members.

"It has been a real pleasure to work with ICBA and Ally for our Industry Training Authority apprenticeship registrations and submissions," said Denise Downs, chief financial officer for Downs Construction, a long-time ICBA member. "Ally helps us with answers to our questions and understands the procedures of the program that can be at times very confusing. And she does it fast!"



ICBA carpenter apprentice Nathan Bogusz

The program starts with an employer/ICBA member contacting ICBA and asking ICBA to sponsor an apprentice for them. We assist with the paperwork involved in setting up that sponsorship and will then take on the regular tasks involved such as reporting hours and certifications to the Industry Training Authority (ITA).

"ICBA's assistance in complying with the ITA criteria has freed us from the administrative duties involved so that we are able to spend more time ensuring apprentices get the on-the-job training they require. ICBA has also assisted our employees with the information and paperwork required to get their bursaries when they complete the appropriate levels," says Downs. "Free, friendly and knowledgeable administration of our apprenticeship program — thanks ICBA!" **ICBA**



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### IN 2017, ICBA SPONSORED MORE THAN 1,100 TRADES APPRENTICES, INCLUDING:

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- Bricklayer (Mason)
- Carpenter
- Electrician (Construction)
- Gasfitter (Class A)
- Gasfitter (Class B)
- Glazier
- Heavy Duty Equipment Technician
- Heat and Frost Insulator
- Ironworker
- Lather (Interior Systems Mechanic)
- Machinist
- Metal Fabricator
- Mobile Crane Operator
- Mobile Crane Operator Lattice Boom (Friction)
- Painter and Decorator
- Petroleum Equipment Installer
- Plumber
- Refrigeration and Air Conditioning Mechanic
- Security Systems Technician
- Sheet Metal Worker
- Sprinkler System Installer
- Steamfitter / Pipefitter
- Welder (Level B)

# BENEFITS KEEP BEST OF THE BEST



ICBA Benefits' Todd Castonguay, Leah Rennie and Alain Bergeron

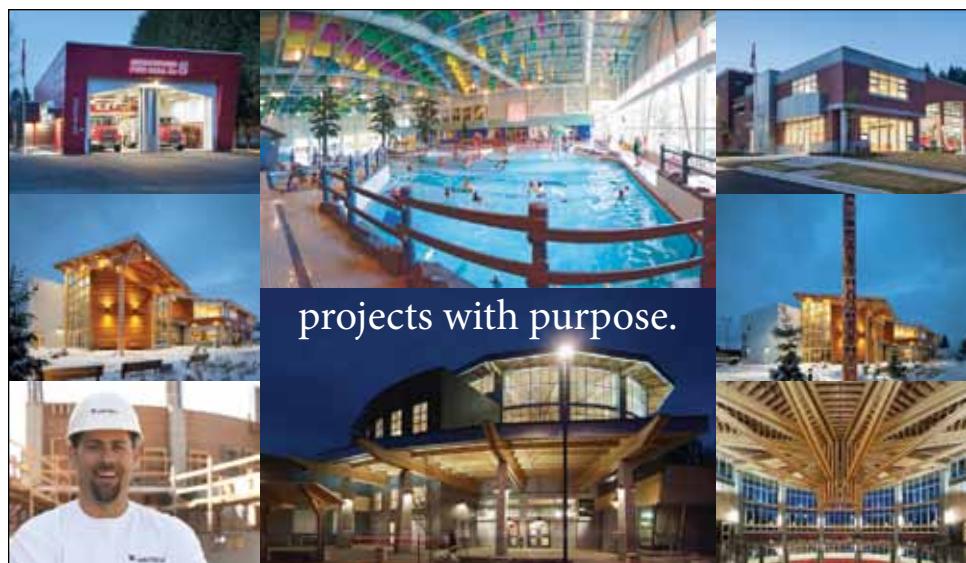
Want the best and the brightest to come work for your company? Offering a great benefits package is key to recruiting and retaining good people.

ICBA Benefits helps hundreds of member companies and clients do precisely just that.

"Competition for top workers is fierce, especially in a hot construction job market like the one we are seeing in many parts of British Columbia," says Alain Bergeron, ICBA Benefits president. "Companies need to think about not only how they can continue to develop their own talent, but also how to keep them by offering the best benefits possible, in a cost-effective way while providing an exceptional service experience for busy employees."

The need for good, competitively-priced benefits packages has become an imperative for construction companies of all sizes.

ICBA Benefits is one of the largest third-party providers of group and retirement benefits in B.C., dedicated to meeting the unique health and benefit insurance needs of its customers. While its clients include construction companies large and small, ICBA Benefits also services companies in every sector of the economy.



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These benefits are especially attractive to men and women supporting families.

"Employers wanting to encourage more people to work in construction jobs should take a long look at the benefits they offer," says Liza Bugar, consulting services manager for ICBA Benefits. "Are they offering benefits that people can use? Are they adequately taking care of their employees and their families? And are they helping their staff put money aside for their retirement? Companies that do these things have the inside track at recruiting and keeping staff."

The B.C. government's training organization lists better benefits as a best practice for attracting more women to the trades. "A benefits package will attract a wider group of potential employees and will make you more competitive compared to other employers," reports the Industry Training Authority. "Women especially place a high priority on benefits for themselves and their families."



ICBA Benefits offers a variety of cost-effective plans to do just that.

"Our clients have told us that enhancing medical and dental coverage and offering retirement savings plans help them attract more women to their companies," said Leah Rennie, director of member and client services for ICBA Benefits. "It just makes good business sense to look after good people and demonstrate that you care." [ICBA](#)

**For more on how ICBA Benefits can help your company, visit [icbabenefits.ca](#).**

## LINING UP WITH OUR VALUES

In the summer of 2017, Desjardins, Canada's largest credit union federation buckled to the noisy pressure of professional protestors and announced it would suspend financing for Canadian oil and gas companies.

And Desjardins' clients in insurance and financial services were left with their own tough choice.

Could they continue to do business with a company that did not support Canada's most important economic driver? The energy sector directly employs more than 450,000 Canadians and is the single largest source of private sector investment in Canada.

Almost immediately, ICBA — including our third-party benefits company, ICBA Benefits — got calls from concerned construction and energy services companies. ICBA launched a public campaign aimed at changing Desjardins' position.

We began by asking Desjardins for an explanation, and then began to move insurance clients to other providers. We also launched a public effort, which resulted in almost a thousand letters being sent to Desjardins CEO Guy Cormier, asking him to reconsider.

Six months later, Desjardins backed down from their oil and gas ban.

But it was an important lesson for ICBA and ICBA Benefits: do our suppliers share the same values we do? Are they using our money to further the construction industry, or to fight it?

Companies of all sizes need to ensure that their suppliers and others in their economic value chain fully support their industry. At ICBA Benefits, we put those values front and centre. If one of our suppliers doesn't support construction, responsible resource development, or free enterprise, we will find a new one. ICBA members and clients can be sure that their financial resources are never used to snuff out the very work they do.



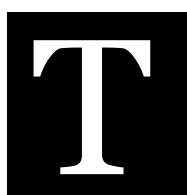
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# BUILDING A NORTHERN IDENTITY



Two years since launching our regional expansion plan in British Columbia, ICBA has become the voice for northern B.C.'s construction and responsible resource development industries. With offices in both Prince George and Fort St. John, ICBA proved in 2017 to be the regional leader in public policy and advocacy while offering nearly 50 courses in the north.

In 2017, ICBA was honoured to officially open the ICBA Trades and Technical Room at the College of New Caledonia (CNC) in Prince George following a \$25,000 donation from ICBA to the College. CNC will use ICBA's donation for technology advancements in the John A. Brink Trades and Technology Centre, including the purchase of electronics and other equipment that will enhance education and training for CNC trades students.

"ICBA's contribution will help prepare the next generation of construction industry professionals and support students as they pursue in-demand trades training," says Mike Davis, ICBA's regional vice president. "We are very excited to be investing in the students of northern B.C. and in the future of our province."

Another ICBA community initiative was rolled-out in late 2017, when the ICBA provided funding for the refurbishment of more than 160 flag poles commemorating Canadian soldiers killed in Afghanistan. This was a partnership between the Royal Canadian Legion, CNC and the ICBA. Attached to each pole is a wooden plaque commemorating the name and rank of a soldier. Flags flying for British Columbia's fallen soldiers feature a special red base, and all 160 flags line the Remembrance Day parade route in Prince George.



ICBA's Art Jarvis and Mike Davis



A large, semi-transparent watermark image of a construction worker wearing an orange hard hat and a red 'TRUE NORTH LABOUR' vest. The worker is standing in front of a large building under construction with scaffolding and a crane in the background. The entire image has a reddish tint.

**Cheap labour ain't skilled,  
Skilled labour ain't cheap.**



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Fighting for Site C in Fort St. John



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Again, to all the contractors that have supported PVC over the past 27 years, we thank you.

Our new training schedule for 2018/2019 is available now at [pvc.training](http://pvc.training)

We look forward to a continued partnership.

Respectfully,  
Pacific Vocational College Ltd.

*Robert Bradbury*

Robert Bradbury MEd  
President

"This is one of the most unique projects we have been a part of in the region and we are extremely proud of our partnership with CNC and the Prince George Royal Canadian Legion and to honour those who have sacrificed so much for our country," says Davis.

The north was ground-zero for ICBA's fight to save Site C. ICBA launched a poster campaign in Fort St. John to demonstrate public support for the Site C dam project, the thousands of people employed there, and the clean energy it will produce for decades. ICBA's pro-Site C poster made up the front page of the Alaska Highway News and was delivered to nearly 12,000 homes and businesses in and around Fort St. John.

"ICBA was proud to stand up for Site C workers, their families, and the community of Fort St. John that supported this clean energy project," says Davis. "We are relieved this project will continue as planned and look forward to seeing northeast British Columbia flourish as a result of it."

ICBA also hosted two regional job fairs, attracting more than 400 participants in each of Fort St. John and Dawson Creek, connecting prospective employees with more than 50 responsible resource development companies.

In late 2017, ICBA participated in the first-ever MLA Energy Literacy Roundtable, hosted by North Peace MLA Dan Davies in Fort St. John. The first event in the roundtable series was a working session to establish a baseline of industry and northern perspectives, and to discuss what can be done to raise the awareness and understanding of B.C. residents when it comes to the issues, opportunities and benefits that flow from the energy sector. Among the event's other attendees were Fort St. John Mayor Lori Ackerman, Peace River South MLA Mike Bernier, as well as representatives from the Canadian Association of Petroleum Producers (CAPP), Clean Energy BC, Progress Energy, TransCanada, Enbridge, Encana, Ferus, the First Nations LNG Alliance and others.

Another significant event was the merger of Fort St. John-based Energy Services BC with ICBA in early 2017. This gave ICBA not only an important footprint in the region, but also member companies with expertise in the energy services sector. Local working groups have been established to develop strategies and awareness around the importance of hiring locally, connecting with major Alberta producers, and to advocate for a level playing field between B.C. and Alberta based contractors.

"In northeast B.C., it is essential to support local services to help build and create thriving businesses that turn around and improve quality of life for the local employees and their families and support sustainable communities," says Art Jarvis, ICBA's Fort St. John representative and former executive director of Energy Services BC. [ICBA](#)

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