

<COMPANY LOGO>

**MEMO**

**TO:** All Staff

**FROM:** <COMPANY CONTACT>

**DATE:** October 2020

**SUBJECT:** BC NDP Community Benefits Agreements and the Election

---

The BC NDP Community Benefits Agreements (CBA's) are **bad news** for all of us – please think about this during the 2020 election.

As we move forward with the October 24<sup>th</sup> election, it is clear that if the BC NDP achieves a majority government, they will implement Community Benefits Agreement (CBA) terms on ALL public infrastructure projects in BC. By comparison, the BC Liberal Party have stated they will immediately cancel all existing CBA agreements if they are elected.

The BC NDP Party and the Building Trade Unions have continually run radio and television ads that leave the listener with the impression that a CBA helps ensure local hiring and that diverse equity groups are prioritized for work on CBA projects. Nothing could be further from the truth – the Construction Industry is already working to be more diverse and is driven to hire local workers – for the right reasons. The only group that gains from a CBA contract are the big international Building Trade Unions with the fees they collect from workers. In reality, a CBA is politics with the NDP paying back the Building Trade Unions for their political donations to the BC NDP over the past many years.

Here is how a CBA affects all of us:

**Our Company:**

- To bid on a CBA project, the company would be required to terminate our hourly work force and instead rely on unknown / unproven workers which would be employees of the Government corporation, BCIB. Our many loyal workers would be left to find alternate work or forced to join a Building Trade Union.
- Our company has built our reputation and forged a strong place in the BC construction market through the hard work of our dedicated staff and hourly workforce – we live and die by their efforts and see them as the critical success factor in our projects.
- Safety is paramount to our business and to our employees. Under a CBA project, we are not able to prioritize the hire of employees that have a demonstrated safety commitment; instead we will meet our workers for the first time when they are dispatched to our sites, making our sites less safe.

- Our company is an Open Shop Contractor and we respect the abilities of our workers to perform all types of work required on a construction project. The flexibility to have people perform multiple tasks ensures hours for the worker and efficiency in performance of the work. In a CBA project environment, the goal of government is to use trade jurisdictions to maximize the number of employees and to limit the number of hours they work.

#### **Our Company – the Workforce:**

- To work on a CBA project, hourly employees would leave the employment of our company and hope to be hired by the government organization BCIB who will become the employer. Preference is likely to be given to existing members of the Building Trades Union.
- All hourly workers who were successful in getting hired by BCIB would immediately be assigned to the Building Trade Union Alliance and begin paying fees to the Union.
- Hiring for BCIB is managed by the Building Trades based on the Union seniority list and Union jurisdiction for the work being performed. Employees who previously worked Open Shop (i.e. for our company) are likely to be the last workers placed.
- As an employee of BCIB, workers could be assigned to any CBA project for any contractor – solely at the discretion of BCIB and subject to their needs. There is no guarantee of dispatch to one of our company's projects, nor are you guaranteed to work with people that you know.
- When work on a CBA project ends and a return to Open Shop is required, all contributions made to the Building Trades Union are forfeited – including heavy union dues and pension contributions.

#### **Our Company – Salary Staff:**

- Site supervision becomes a whole new challenge for Operations staff. Instead of having responsibility for crews that are tried and proven or at least known, each day will bring a new set of challenges as you meet your crew as they are dispatched by BCIB.
- Responsibility for safety is a legal requirement of WorkSafe BC and this will become considerably more challenging with an entirely transient workforce who are loyal to BCIB and not necessarily our company team. Commitment to working safely is compromised under this arrangement.
- Some of the administrative function currently handled by our company (i.e. Human Relations, Dispatch, Payroll...) will be performed by the government and BCIB – likely rendering it necessary to reduce head office staff.

#### **BC Taxpayers:**

- To date, the CBA projects put out by the NDP have had a limited number of companies that will bid the work. Costs for the projects have increased by 35% and the amount of work completed on a project has been severely reduced.
- The added layer of CBA administration with the government corporation BCIB has inflated project costs unnecessarily. With a CBA, British Columbia taxpayers will get less infrastructure and pay more.

- There will be less work for BC construction workers – including the many families that have invested in schooling and training within the industry.

**Conclusion: On election day, understand that a vote for the BC Liberals is a vote for the end of the CBA program, and for continuation of life as we know it at our company.**