

## PROVINCIAL REPORT TO NETAC ON HUMAN RESOURCE MATTERS *February 2011*

Contact Person: Victoria Chester

Tel: (403) 329-3221,

Fax: (403) 329-4994

E-mail: victoria@galkohomes.com

### **Provincial and Local Education, Training, and Human Resource Committee(s)**

**Provincial:** *None*

**Local:**

***Edmonton:***

Professional Development Committee (recently developed) deals with professional development & education for members within capital region in all aspects of the residential construction industry.

Residential Safety Committee meets the second week of every other month. It provides a forum for safety discussions, education and information sharing among members on matters related to job site safety and overall industry health and safety. This committee also administers the Smoke Detector Program.

***Calgary:***

Human Resources Committee performs annual salary survey only.

Safety Committee coordinates information and shares ideas on how to assist members in improving jobsite safety.

***Central Alberta:***

Safety Credentialing & Training

***Grande Prairie:***

Builders Council - Professionalism of the Industry, Education & Safety

***Lethbridge:***

Human Resource Committee meets first Thursday each month, except summer.

***Medicine Hat:***

Provincial Safety Committee Representative, otherwise no other Human Resource areas are addressed, unless covered in Government Relations Committee.

### **1. SKILLED LABOUR FORCE DEVELOPMENT**

**a. Plan to Address Skilled Labour Force Development**

CHBA-Lethbridge Human Resource Committee is planning a Luncheon to bring awareness and discussion to the projected Labour Shortage, Apprenticeship and additional programs available to address these important issues. We are excited to have a CAF-FCA representative join us to speak on the Employer Toolkit.

**b. Trades Apprenticeship, Pre-Apprenticeship & Youth Directives**

Many Alberta HBAs provide scholarships to local school shop classes/teachers to support programs.

CHBA-Lethbridge has created a 2011 Calendar showcasing 1<sup>st</sup> year Apprentices up to Production Managers working in their career. This calendar is being distributed to Shop teachers and counsellors in Southern Alberta High Schools and other programs to encourage Trades as a CAREER.

Many CHBA member employers support Mentorship programs. Some employers pay the cost or part of the cost to send employees through the Apprenticeship program. Other members regularly invite College Practicum Students into their office for on-the-job training.

CHBA-Lethbridge has collaborated with Lethbridge College to provide Demo Days at the 2011 Home and Garden show. Hands-on building of a playhouse, operation of heavy equipment and several booths showcasing Trades in action (including a booth for Apprenticeship) will comprise a huge area of the show.

CHBA-Lethbridge has collaborated with the local YWCA to sponsor its Girls with Tools program; teaching girls simple trade tasks.

### **c. Other Trades and Occupations and Installers**

In cooperation with PHBIA, several courses are offered provincially to Trades people outside of the Apprenticeship Program.

## **2. PROFESSIONALIZATION OF THE RESIDENTIAL CONSTRUCTION INDUSTRY**

### **a. Builder/Renovator Designation Programs**

Residential Construction Site Manager Certificate Program – through PHBIA  
Reno-Mark

## **3. COURSE DELIVERY AND DEVELOPMENT**

**CHBA–Edmonton Region will host its first ever Residential Construction Industry Conference (RCIC 2011) in April 2011.** This two-day event will feature over 45 exhibiting companies displaying the last product and service innovations, and approximately 85 concurrent educational sessions, workshops, forums and speakers. Some of the seminars are: Construction Practices, Environment & Sustainable Practices, Sales & Marketing, Business Strategies & Leadership, Colors, Trends & Product Design, Production & Operations, Land & Neighborhood Design and Safety.

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## **4. WORKPLACE HEALTH AND SAFETY**

**CHBA-Alberta** contacted the Safety Codes Council (SCC) in December 2010 requesting CHBA-Alberta representation on all technical and sub-committees of the SCC. We are waiting for their response.

CHBA-AB has 2 representatives on the ACSA Board of Directors.

*"Safety for New Home Salespeople"* brochure is available on CHBA-Alberta website.

**CHBA-Lethbridge Region** is actively engaged in the 2010 initiative to get all members COR/SECOR certified. 40 % of the membership has attained their COR/SECOR, which is 12% up from last year. Another 43% are in the process. As of January 2011 these companies will have 3 months to show progress and 1 year to complete the program. The largest builders (who pull 60-70% of the permits in Lethbridge) have also drafted a joint letter to their trades.

The region has also started an Inspected Job Site Program, where volunteers from the safety committee and ACSA inspect sites to a specific list. The goal is education. If the site passes, they get a poster. In the spring they will roll out a marketing campaign.

**CHBA-Medicine Hat** had a meeting with the City of Medicine Hat and one of the topics discussed was "Hat Smart Incentives".

**CHBA-Central Alberta** has struck Safety Committee. They are focused on promotion at this time and have designated February as Safety Month.

**Alberta Residential Construction Safety Guide** can be obtained through Alberta Construction Safety Association's order desk free of charge.

### **Work Safe Alberta Minister's Forum**

CHBA - Alberta and key builder members of the Provincial Safety Committee attended Worksafe Alberta Minister's Forum on November 9, 2010. This forum kicked off the 3-day Alberta Health and Safety Conference in Edmonton.

Hon. Thomas Lukaszuk introduced the session and took the opportunity to talk about 4 new initiatives that had been added to the 10-point Occupational Health and Safety Plan. The Minister encouraged all stakeholders to adopt this plan. The 4 new initiatives are:

- A best practices guide and e-learning program aimed at reducing work-related motor vehicle accidents;
- Identifying new ways to reduce work-related injuries;
- The hiring of 8 more OH&S inspection officers;
- Formalizing the process to ensure family input is sought with creative sentences.

The Minister also made a connection between safety and competitiveness. This applied to both the labour situation (more workers want to work in a safe province) and overall bottom line for business (lost time, replacement costs, etc.)

The forum consisted of presentations by a panel of three people: one from the health care sector, one from construction and one from the manufacturers association. They shared the initiatives within their organizations that lead to a culture of safety within their organizations.

Paul Douglas of PCL spoke on behalf of the construction sector. PCL had reduced their lost time incidents from an industry average of 1.1 to 0.005, and had many other statistics backing their safety record, which were received very well and clearly benefitted PCL. Mr. Douglas will be sharing PCL's experiences and successes with CHBA members at some point. CHBA - Alberta supports the 10-point plan, and applauded the addition of new safety officers. However, our industry would like to see officers dedicated to the residential sector. We mentioned that the industry would like to pursue the ability to self-inspect through developer initiatives.

## **Employer Review Implementation Committee**

The goal of this group is to examine the process for an employer review in the instances of fatalities, serious injuries/ multiple stop work orders for imminent danger, or re-occurring officer-observed violations. Most of the discussion related to what happened when a Certificate Of Recognition (COR) was cancelled. A change now notes that a COR cannot be revoked without the agreement of Occupational Health & Safety (OH&S) and the certifying partner. This occurs when timelines are not adhered to or a required action plan is not completed. The group agreed that the COR could only be reinstated once the action plan had been received. In other sectors, this has the effect of stalling business as large companies cannot bid for work without a COR. There was discussion around wording related to officer discretion, the group favours an open approach and OH&S noted that the intent was to be reasonable and collaborative, not heavy handed. An arbitration system will be set up of an employer disagrees with the decision to cancel a COR.

Timelines between requests for information and action were looked at. CHBA-AB noted that timelines between consultation and proof of documentation were too long, but other groups who would be faced with potentially larger incidents may require more time to prepare documentation.

In general the process is very reasonable, with a variety of levels of potential actions from a management meeting to prosecution available to OH&S.

The next meeting of this group will see the finalization of the review process and work around defining "improvement".

## **Report on 2011 WCB**

**Rates** - The rate for homebuilders will increase for the second year in a row from an all time low of \$1.75 in 2009 to \$2.03 in 2011. This is opposite a general down trend for all sectors for an average rate of \$1.22. As the rate is a blended 5-year rate, the increase is likely a reflection of injuries during the boom years. The builders asked WCB to provide some additional detail on what was contributing to the increase, in addition to information such as duration of claims, increase in cost per claim, and the 3 largest trends so that the committee could advise the industry on how to control these costs. The committee also asked WCB for an article on the increases that can be circulated to the locals for their newsletters in January.

The 2011 maximum insurable earnings and maximum per claim cost will be increased to \$82,800.

**Employer Data Publication** – November 01, 2010 AEI updated the employer reports originally published September 30 to remove fatality information not directly attributable to the employer. New identifications have been added to the website to control access to claims information.

**Claim Cost Summaries**- as of January 01, 2011 claim cost summaries will no longer be mailed, but can be accessed on-line from the myWCB Loss Control Report System.

**Auto Update System** – subscribe to [mailbox.pd.policy@wcb.ab.ca](mailto:mailbox.pd.policy@wcb.ab.ca) to receive an email notice when the policies and information manual is updated or a new policy is posted for consultation.

## **CHBA-Alberta Safety Workplan**

CHBA - Alberta Provincial Safety Committee is drafting its work plan for 2011 and is asking all locals and members of the CHBA - Alberta Provincial Safety Committee to provide input to the plan.

Currently, better information transfer, a revised web presence, an executive seminar, increasing COR membership and reaching small contractors are the goals under discussion by the Committee. This work plan will form the basis for the renewal of the *Partners in Safety Performance* agreement with OH&S.

### **Qualico Pilots New Safety Initiative in Edmonton**

The Qualico Group of Companies is rolling out a new safety program in 4 of their subdivisions in Edmonton in 2011. This program would allow them to enforce safety within these subdivisions. A pilot project took place in Calgary last year. By enforcing safety to the developers, Qualico wants to achieve a safer, more attractive subdivision for both workers and homeowners. Qualico feels this initiative will save builders money, create more of a level playing field, improve the speed of adoption of COR/SECOR, and enhance the public perception of the industry as they begin to see cleaner, safer developments. CHBA - Alberta is working with Qualico to draft an article on this initiative that can be circulated to the locals.