



The Heavy News Weekly



Constructing jobs

Road-renewal boom benefits dozens of companies; suppliers of everything from hard hats to half-ton trucks



Originally published in the Winnipeg Free Press

Traffic is squeezed to one lane on north bound Main Street near the perimeter by construction Monday afternoon. Phil Hossack / Winnipeg Free Press

The three levels of government are spending hundreds of millions of dollars this year on road-related projects, and that's been a boon for more than just the construction contractors doing the work.

Industry officials say a host of other companies that supply products and services to the contractors -- everything from hard hats to half-ton trucks -- are also reaping the benefits of a more robust infrastructure-renewal effort.

"When you think about the whole scope of things, there are a lot of suppliers involved (in an infrastructure project)," Bob Gladden, regional sales manager for Toromont Cat, a local Caterpillar equipment dealer, said.

"The contractor who is laying new asphalt on the road has perhaps 20 or 25 different suppliers that they're working with. Everything from (heavy) equipment, to signs, to high-visibility vests and hard hats -- it goes on and on. Even the half-tons that get the workers to the job. When you think about it, it's just an astronomical impact."

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'There's no denying the argument that a sustained and strategic investment in infrastructure fuels the economy'

That ripple effect also doesn't end with the suppliers, says Manitoba Heavy Construction Association (MHCA) president Chris Lorenc.

"The Conference Board (of Canada) has said that for every dollar invested in infrastructure, there is a 16 per cent return back into the economy, which is one of the highest rates of return associated with public-sector-funding investment," Lorenc said.

"So there's no denying the argument that a sustained and strategic investment in infrastructure fuels the economy."

Lorenc noted a growing economy not only means more work for local businesses and more jobs for local workers, it also means more revenues for the three levels of government. And those revenues are needed to help fund the array of programs and services that shape our quality of life, he added.

"So it has a very wide and broad impact on the economy, not just the heavy-construction industry."

Timm Slaney, fleet sales manager for Winnipeg's Murray Auto Group, has seen first-hand the ripple effect a surge in infrastructure work -- not just roadwork, but all types of construction work -- can have. He said Murray Auto Group's truck sales are up about 28 per cent so far this year, thanks in large part to construction companies buying and leasing more trucks.

"Just this morning I got... a million-dollar order that translates into about a 46-truck deal," he said. "It's a beautiful time to be in this business, I can assure you."

Other beneficiaries of the ramp-up in infrastructure spending are local heavy-equipment dealers such as Toromont Cat and Hitrac (1974) Inc., which supplies construction companies with things such as motor graders, bulldozers, front-end loaders, excavators and paving equipment.

"Our customers are busier, so they're coming to us either for rentals, or they're purchasing or updating equipment or adding to their fleet because of the additional workload," Gladden said.

Hitrac president Paul Scharf said his firm has also seen an increase in repair work and in sales of parts.

"That also goes up proportionally. It all increases, for sure," he added.

Scharf noted this isn't the first year equipment suppliers have seen an increase in business volumes.

"It's been busy here for about three years," he said, and more work has meant the company has had to hire more workers. He estimated Hitrac's workforce has grown by about 20 per cent in the last three to four years and now sits at about 36 people.

Lorenc said to help maximize the spinoff benefits from the increase in infrastructure spending, MHCA officials have been urging the province and the City of Winnipeg to finalize their next-year infrastructure-project schedules by November of each year and get the bulk of the projects out to tender by the end of January.

"That simple adjustment alone can add a month to the construction season, which means more money in the pockets of the people who work in the industry," he said.

It also means more money for them to spend on things such as homes, home furnishings, food, clothing and discretionary items, he added.

"All of those things are impacted when the construction industry is busy."

The other encouraging thing about the increased emphasis on infrastructure renewal is it appears to be part of a long-term trend.

Lorenc said all three levels of government now recognize inadequate funding in the past is what led to the current problem of crumbling infrastructure, and that it's a problem that must be addressed.

"That's why some of our customers are investing in new equipment and things like that -- because it (the increase in infrastructure spending) is a long-term thing," Gladden added.

Improving Company Conditions

Originally published by Todd Hohn and Ron Loepke and featured in CCA Weekly



**Canadian
Construction
Association**

Occupational health and safety professionals spend a lot of time thinking about how to keep their people healthy and safe. Yet, health and safety efforts have traditionally been separated into silos with different personnel, reporting structures and marching orders. A more effective alignment of health and safety can magnify the potentially positive impact in the workplace, and employers are beginning to do just that.

Workplace safety has improved dramatically over the last several decades. Governmental agencies like the National Institute for Occupational Safety and Health (NIOSH) and the Occupational Safety and Health Administration (OSHA) focus exclusively on safety. Employers have gradually adopted safety as a company value and built a culture of safety among their employees.

At the same time, a workplace wellness movement in the U.S. has been driven, in part, by rising health care costs. Health promotion programs began to keep employees healthier and reduce total health-related costs. Early workplace wellness programs held small-scale improvements such as health screenings and additional support to quit smoking, lose weight or exercise more often. More sophisticated programs now include biometric monitoring, programs for managing chronic health conditions, such as diabetes, behavior modification and large-scale population health strategies. Employers are now establishing a culture of health alongside a culture of safety. Innovative employers have demonstrated that health and safety are more powerful when combined.

A growing body of evidence supports the idea that focusing on the health and safety of a workforce can yield better individual and organizational performance. Lower health care costs, higher productivity and better worker engagement can occur by promoting wellness, reducing worker safety risks and managing chronic illness within workplace populations. Even more benefits occur when health and safety teams are aligned through an overarching strategic plan.

More recently, studies have begun linking worker health with the market performance of the companies that use them. In 2013, a study published in the *Journal of Occupational and Environmental Medicine (JOEM)* looked at the stock market performance of companies that have strong health, safety and environmental programs. It found that a theoretical initial \$10,000 investment during a 13- to 15-year span outperformed the Standard & Poor's 500. The results of the study suggest that focusing on health and safety can yield great value for investors.

Integration and alignment begins with commitment and support from leaders. Senior level champions keep teams focused on program goals in successful individual health and safety programs. With strong and sustained senior-level buy-in, health and safety integration can begin by using a five-point roadmap developed by the American College of Occupational and Environmental (ACOE) and Underwriters Laboratories (UL) and recently published in the *Journal of Occupational and Environmental Medicine*. Essential elements of the paper include:

- Planning—Develop a rationale for why strategic integration is needed.
- Assessment—Review the current health and safety status of the organization.
- Implementation—Put in place a new strategy and vision.
- Monitoring—Create a system for evaluating programs during implementation.
- Review—Gauge progress and take corrective action as needed.

In addition to recommendations aimed at helping employers better align the strategies of their health and safety teams, the paper proposes a new system for measuring the business value of health and safety programming. The proposed measurement system, called the Integrated Health and Safety Index, gives employers a well-defined set of metrics to gauge the impact of their health and safety efforts. The Index includes comprehensive standards that can be applied to

any organization to ultimately yield improvements in both individual and organizational performance.

Organizations can engage in this new strategy by systematically integrating their health and safety programs, policies and processes. This includes creating a climate in which employees believe that an organization truly cares about their health and safety and promoting an off-the-job health and safety focus. By extending the concept, workplace health and safety initiatives can contribute tangibly to improved health outcomes for the population in general. At an individual level, it can help workers and their family members avert a personal crisis, prevent a chronic illness and add additional years to their life.

At a higher level, a commitment to better health and safety would help reduce the burden of risk and illness to our entire society, improve the productivity of our nation's workforce, lower healthcare costs, enhance the viability of enlightened employers and, ultimately, stimulate the vitality of our nation's economy.

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Dear CCA Members,

Today, CCA launched its Election 2015 website (<http://cca-acc.com/en/information/election-2015>). The site contains information on topics of interest to CCA, the interviews conducted with the four national party leaders and a widget permitting members to enter their postal code and write directly to candidates in their ridings.

The site will be updated as the campaign progresses. Any announcements made by the parties on any of the issues of interest to CCA will be added to the website. If you have any questions, please feel free to contact me directly.

Sincerely,
Bill Ferreira

Director of Government Relations and Public Affairs

Federal and Manitoba governments promise channels to ease flooding near reserves

Originally published in the Winnipeg Free Press

Ruth Bonneville / Winnipeg Free Press files Lake St. Martin, which flooded in 2012, is high again this year but is not expected to flood.

WINNIPEG - The federal and Manitoba governments have promised \$495 million for two channels to ease flooding near communities such as Lake St. Martin, a reserve that has been flooded out for four years.

The money will pay for two outlets that will drain high water levels on Lake St. Martin and Lake Manitoba. The province constructed a temporary emergency channel on Lake St. Martin after a flood in 2011 forced thousands — primarily from the Lake St. Martin First Nation — from their homes.

The province has already begun work on making that channel permanent and is planning a new channel on Lake Manitoba. But having the federal government commit to covering one-third of the projected cost is a big boost, Premier Greg Selinger said Friday.

“It gives even greater certainty that the project will be completed and will provide ... long-term security.”

Selinger hopes the projects might be completed within six years. There is design work to be done and detailed routes to be picked. There must also be consultation with area residents, some of whom are worried about the project’s impact on the fishing industry and spawning areas.

A recommendation from engineers on the location for the new outlet is expected this fall.

The 2011 flood left the Lake St. Martin First Nation uninhabitable. Residents were relocated. Many spent years in hotels and other accommodations. The community is being rebuilt on higher ground.

Selinger said the outlets will help give the region protection against the kind of major flood that occurs once every 200 years.

“The channels are a game-changer, but many homeowners and cottagers have already built individual flood protection and ... many of the communities have already built dikes.”

Manitoba faces some form of river flooding almost every spring, as water rushes in from as far away as Alberta and South Dakota. The province has an elaborate system of dikes, ditches and dams aimed at controlling river levels and keeping water away from communities as it works its way toward Lake Winnipeg and Hudson Bay.

The government faced controversy in 2011 for enlarging the Portage Diversion, which drains excess water from the Assiniboine River and directs it to Lake Manitoba and downstream into Lake St. Martin. The lakes were already high, and area residents said the enlarged diversion added to their woes.

The new outlets are aimed at ensuring Lake Manitoba and Lake St. Martin can be drained more quickly into Lake Winnipeg.



The National Trade Contractors' Coalition of Canada seeks support in new federal Prompt Payment Legislation

The National Trade Contractors' Coalition of Canada (NTCCC) has approached the Canadian Construction Association (CCA) in ask of support of its initiative to see federal Prompt Payment Legislation enacted.

The Prompted Payment Legislation would see that all construction contracts that have been appointed by the Government of Canada, as an **owner**, will be structured under a secured payment system that ensures that all payees (contractors and subcontractors) receive standardized payments. These payment structures will be identical to those originally stated in the Canadian Construction Documents Committee (CCDC) Standard Contract forms.

With the Prompted Payment Legislation in place, the owner will be required to pay the contractor and the contractor will be required to pay all levels of subcontractors on a monthly (or more frequent) basis.

Interest will apply on all late payments and if either the owner or contractor does not comply with this new prompt payment system, unpaid payees will have the right to stop work and/or to terminate the contract/ subcontract as per the CCDC contracts and CCA Standard Contract Form.

Unfortunately, the nature of the heavy construction industry is the normalcy of *late payments*. Late payments have become an unfortunate and unequal bargaining power between the contractor and their subcontractors. Contractors can't afford to miss out on a bidder's list for tenders and subcontractors have no ability to determine the structure of payments from the contractor; therefore, contractors are retaining funds (originally collected the subcontracted work) and using it to finance their own operations.

This systematic problem is in need of a systematic solution and the Prompt Payment Legislation will provide the next steps to achieving a payment standard across Manitoba's heavy construction industry.

What do you think?

The Manitoba Heavy Construction Association is interested in your thoughts and opinions on the Prompt Payment Legislation and how it may impact the heavy construction sector, if the bill is enacted. Please send your responses by email to Megan Funnell, Marketing Communications Specialist, at mfunnell@mhca.mb.ca by end of day on **Friday, August 28, 2015**.

Thank you – your input is greatly appreciated and we look forward to hearing from you.

Sincerely,

Chris Lorenc, B.A., LL.B
President
MHCA



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2015 MHCA ANNUAL GOLF CLASSIC

Wednesday, August 12, 2015 |
Elmhurst & Pine Ridge Golf Courses

REGISTRATION FEE: \$250 / person ^{+GST}
10:30 a.m. - Registration Desk opens
Noon - Shot Gun start

FOUR PERSON TEXAS SCRAMBLE INCLUDES:
Green Fees & Motorized Cart
An Assortment of Contests
Delicious Steak Dinner
Bus Shuttle between courses before/after dinner

The MHCA Golf
Classic is officially
SOLD OUT! Any
further registration
will be put on the
waiting list.

Please provide your
team members'
names as soon as
possible.



UPCOMING EVENTS

Wednesday, June 3, 2015

Spring Mixer

Assiniboia Downs
Winnipeg, MB

Wednesday, August 12, 2015

Annual Golf Classic

Pine Ridge & Elmhurst Golf Courses
Winnipeg, MB

Friday, November 20, 2015 (new date!)

Awards Breakfast & AGM

RBC Convention Centre
Winnipeg, MB

Saturday, November 21, 2015 (new date!)

Chairman's Gala

RBC Convention Centre
Winnipeg, MB

February 7 - 10, 2016

WCR&HRC Annual Convention

The Fairmont Kea Lani, Maui Resort
Wailea, Maui



Groundbreaker

The Official Publication of the Manitoba Heavy Construction Association

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THE SAFETY ISSUE



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OR MHCA.MB.CA**

POSSIBLE OPPORTUNITY FOR CONSTRUCTION AND MAINTENANCE SECTOR

The Federal Government (Employment and Social Development Canada - ESDC) has approached BuildForce Canada to see if there is any interest in/or opportunity for a pilot project that would fit within the Economic Action Plan item below. The government wishes to explore similar models to the manufacturing sector example, in a few other sectors where there are identified gaps between the education/training programs and the needs of industry.

Excerpt from Federal Budget 2015

Fostering Training That Responds to Employer Needs (pg. 155 of the full budget text)

Economic Action Plan 2015 proposes to provide a one-time investment of \$65 million over four years, starting in 2016–17, to business and industry associations to allow them to work with willing post-secondary institutions to better align curricula with the needs of employers.

In recent years the Government has taken important steps to reform the skills training system to help Canadians acquire the skills that will get them hired or help them get better jobs.

Building on these actions, Economic Action Plan 2015 proposes to provide a one-time investment of \$65 million over four years, starting in 2016–17, to business and industry associations to support partnerships between employers and willing educational institutions. Through these partnerships, groups of employers and industry organizations will work with willing post-secondary institutions to develop curricula and programs that are aligned with the specific skills needs of the labour market.

For example, during the first phase of this initiative Canadian Manufacturers & Exporters, Canada's largest trade and industry association, will work with Siemens Canada and several post-secondary institutions to develop a new curriculum in support of an advanced manufacturing skills certification. This initiative would be subsequently expanded to other industries, such as mining and forestry; employers, including SMEs; and willing post-secondary institutions. This action will support the productivity and competitiveness of Canadian employers while ensuring that postsecondary students and recent graduates have the necessary skills to successfully transition into the workforce.

The project model would include:

Contribution Agreement: between ESDC and BuildForce Canada

Project Duration: 4 years

Partners: employers, universities/colleges

Advisory Committee: employers, universities/colleges, industry associations

Objective: To better align post-secondary curricula with the needs of employers to facilitate a better match between the skills and knowledge of graduates and the on the job requirements of industry.

Employer Role: The employer(s) identify the training gaps, work with the universities/colleges to augment the current programs with additional certification for specific skills required to help graduates bridge the “practical training” divide most experience upon graduation.

The employer hires the students (usually in their 2nd year) (similar to co-op) and the additional certification program (that must not be proprietary) is delivered by the college or university, in addition to the normal set of courses. The employer(s) and universities/colleges would work together to develop a national standard, competencies, etc. for this additional training that would support the integration of the training into the education programs.

A few employers and universities/colleges would be engaged in the initiative. The expectation is that employers invest in this as well as government and university/colleges. At the conclusion of the four years the additional industry specific training would be successfully incorporated into education programs. In this way all employers (small, medium, large) in the construction and maintenance sector would benefit from the changes to the educational programs and reduce the gaps between employer requirements and educational programs.

As was the case in the Siemens project, the pilot project will likely involve large employers given the nature of the initiative and the need for employer investment.

This project is focused on university/college programs that feed the industry occupations (not the skilled trades). This would generally be applicable to those occupations that require a specific degree/diploma. This could involve programs such as Engineering, Technicians/technologists, Project Management, etc. where the industry identifies a gap between the education program and the requirements on the job.

Your Feedback: BuildForce is interested in “testing the water” to see if there is any interest in participating in a pilot project. If you have any interest in participating and have identified a gap as described above please contact me as soon as possible.

Rosemary Sparks
Executive Director
BuildForce Canada
Tel: (905) 852-9186
Email: sparks@buildforce.ca



**TO REGISTER,
PLEASE CONTACT:**
Sarah Higgins
sarah@mhca.mb.ca

Training Schedule

July

Train the Trainer
WHMIS (1/2 day AM)
TDG (1/2 day PM)
Committee/Representative Training (1/2 day AM)
Flagperson (1/2 day PM)
COR™ Leadership in Safety Excellence
COR™ Principles of Health & Safety Management
COR™ Auditor
Traffic Control Coordinator

July 6 - 7 MHCA Office
July 8 MHCA Office
July 8 MHCA Office
July 9 MHCA Office
July 9 MHCA Office
July 13 - 14 MHCA Office
July 15 MHCA Office
July 16 - 17 MHCA Office
July 22 - 23 MHCA Office

August

Flagperson (1/2 day AM)
COR™ Leadership in Safety Excellence
COR™ Principles of Health & Safety Management
COR™ Auditor
Train the Trainer
Excavating and Trenching (1/2 day AM)
Committee/Representative Training (1/2 day PM)

August 10 MHCA Office
August 17 - 18 MHCA Office
August 19 MHCA Office
August 20 - 21 MHCA Office
August 24 - 25 MHCA Office
August 26 MHCA Office
August 26 MHCA Office

September

Flagperson (1/2 day PM)
Traffic Control Coordinator
COR™ Leadership in Safety Excellence
COR™ Principles of Health & Safety Management
COR™ Auditor
WHMIS (1/2 day AM)
TDG (1/2 day PM)
Excavating and Trenching (1/2 day AM)
Committee/Representative Training (1/2 day PM)
Train the Trainer

Sept. 8 MHCA Office
Sept. 10 - 11 MHCA Office
Sept. 14 - 15 MHCA Office
Sept. 16 MHCA Office
Sept. 17 - 18 MHCA Office
Sept. 21 MHCA Office
Sept. 21 MHCA Office
Sept. 22 MHCA Office
Sept. 22 MHCA Office
Sept. 23 - 24 MHCA Office

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1	2
3	4	5 COR Leadership in Safety Excellence	6	7	8	9
10	11	12	13	14 Training Flagperson	15	16
17	18 COR Leadership in Safety Excellence	19 COR Leadership in Safety Excellence	20 COR Auditor	21 COR Auditor	22	23
24	25	26	27	28	29	30

For the full calendar of upcoming training schedules, visit www.mhca.mb.ca/worksafely

The Manitoba Water Services Board

Sealed tenders, marked as follows will be received by the undersigned at The Manitoba Water Services Board, Imperial Square, 2010 Currie Blvd., Box 22080, Brandon, Manitoba, R7A 6Y9, no later than 11:00 a.m., prevailing Brandon time on:

August 14, 2015

for the following works:

The Installation of approximately 665m of 250mm diameter FPVC DR25 Gravity Sewer by means of Directional Drilling, Tie-In to 3 existing Manholes, re-connection of Services and Installation of 4 new Manholes

MARKED

M.W.S.B. No. 1238

City of Morden Gilmour Street Gravity Sewer

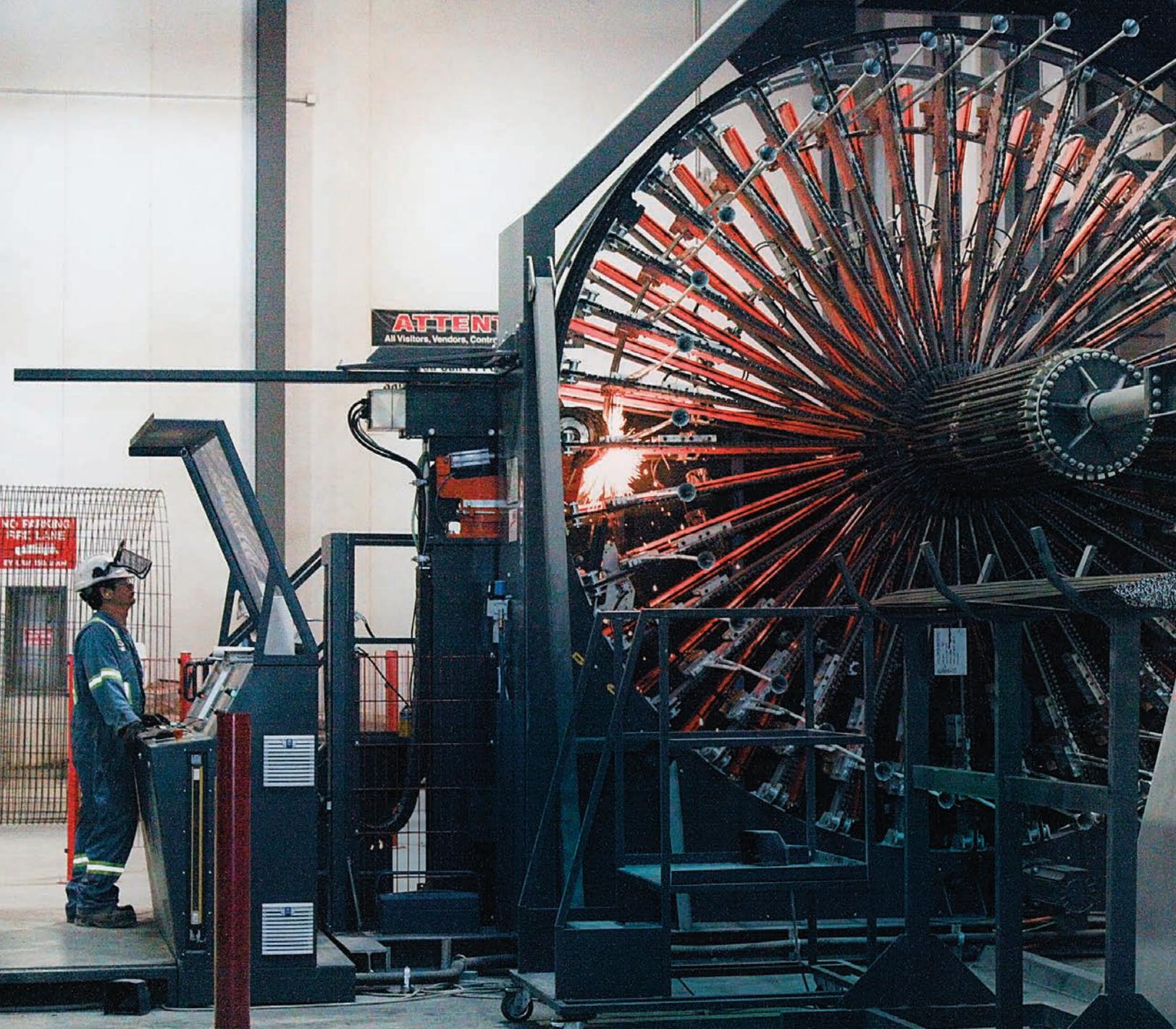
Tenders will be publicly opened and read at the location, time and date specified above.

Each tender must be accompanied by a fully executed BID BOND on the form provided and in favor of the Minister of Finance for the amount shown on the Tender. Under NO CIRCUMSTANCES will a certified cheque be accepted in lieu of a Bid Bond.

Tender documents may be obtained by provincially registered companies on or after **August 3, 2015** at 2010 Currie Blvd., Brandon, MB. Contact us at (204) 726-6076 to request the documents in PDF digital or hard copy format.

The lowest or any tender may not necessarily be accepted.





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