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## New year, new leaf

### MHCA Message

The New Year brings a fresh opportunity for the Manitoba Heavy Construction Association to work with Winnipeg's City Council toward a stronger streets renewal reinvestment strategy and a more cost-efficient procurement process, says MHCA President Chris Lorenc.

Lorenc said he is encouraged and optimistic that 2017 will be a productive year. That's largely because Mayor Brian Bowman, in his closing remarks at the City Council meeting December 13, reached out to MHCA. Bowman asked for collaboration from the industry in the New Year on efforts to move along the Local and Regional Streets Renewal program. "I was happy to commit to working with the Mayor and the City," said Lorenc

Following that, both Coun. Marty Morantz, chairman of the Infrastructure Renewal and Public Works committee, and Coun. Scott Gillingham, Finance committee chairman, reached out offering to work with the industry in their respective roles to improve infrastructure renewal for the city. "The discussions were very productive and evidenced a mutual desire to partner going forward," said Lorenc.

Lorenc said on the provincial front, the association is continuing to work with Manitoba Infrastructure on a variety of files, including the new electronic bidding and bonding system that will be key to efficient tendering processes. MHCA wants to ensure the industry is ready for the changes.

On regional and national levels, global trade and the launch of nation-building infrastructure projects -- supported by the federal government's 10-year infrastructure program -- are central MHCA concerns.

"We've had a busy start, with a busy year on the horizon," Lorenc said. "Growing the economy is Job #1 and we have to keep that at the forefront of the public agenda."



# WCB assessment rates set to drop in 2017

*Follows on the heels of rate cuts in preceding years*

The average WCB assessment rate in Manitoba will drop to \$1.10 from \$1.25 per \$100 of assessable payroll in 2017. This is a 12 per cent reduction from last year, allowing the WCB to offer Manitoba employers the second lowest rate in the country.

The WCB credited its strong financial stewardship, as well as the commitment of employers and workers to prevention and recovery goals for making the rate decrease possible.

"Our rates remain among the lowest in Canada thanks to a number of factors like safer workplaces and healthy investment returns," said Winston Maharaj, WCB President and CEO. "The success of prevention and return to work efforts by the WCB, workers and employers allow us to continue to offer a competitive advantage for Manitoba employers."

Overall, approximately three quarters of employers will see their rates decrease or remain the same, with 43 per cent of employers paying a lower WCB assessment rate in 2017. Of those, 2,300 employers will receive a further reduction in their rate due to improved industry experience. Those employers with consistently low injury experience will pay the lowest rates within their industry.

"The best way for employers to keep their rates low is to improve health and safety in their workplace and strengthen their return to work programs," said Maharaj.

The gradual increase in the maximum assessable earnings cap also continues, with the 2017 ceiling set at \$127,000. Assessment rates in the heavy construction industry have fallen dramatically since 2014. In that year, the rates per \$100 of payroll for sewer/water, road work and gravel/stone sectors were \$6.96, \$2.61 and \$3.94 respectively. Last year, they were \$4.41, \$2.02 and \$3.58, respectively.

"These are notable gains, a real, deserved return on the hard work within our industry to cut injuries and time lost to injuries amongst our employees and workplaces," MHCA WORKSAFELY™ Director Don Hurst said.

## New MHCA member

MHCA is pleased to welcome its newest member, Wallin Industries.

Wallin Industries is a large capacity, general line machine shop and custom manufacturing facility. It specializes in the repair, rebuild and manufacturing of a wide range of industrial components and equipment. Its services include large-capacity turning and milling, custom-gear cutting, waterjet cutting, align boring, hydraulic cylinder repair and on-site machining services.

You can contact Wallin Industries at:

Brad Wallin  
20 Park Lane Avenue  
Winnipeg, MB, R2R 0K2  
P: 204-632-9700  
C: 204-479-2767  
F: 1-888-580-2738  
brad@wallinindustries.com  
www.wallinindustries.com





# ANNUAL CURLING CLASSIC

**THURSDAY,  
JANUARY 26, 2017**  
**The Heather Curling Club**  
120 Youville Street,  
Winnipeg, MB R2H 2S1

## REGISTRATION

For a full day of curling, networking, and good eats:  
\$250<sup>+GST</sup> per team or \$62.50<sup>+GST</sup> per individual

Company: \_\_\_\_\_

Contact Person: \_\_\_\_\_ Tele: \_\_\_\_\_

Please invoice (members only): \_\_\_\_\_

Visa/MC/AMEX: \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Security code: \_\_\_\_\_

Card Holder: \_\_\_\_\_

Signature: \_\_\_\_\_

I would like to enter a team of four (4) curlers: \_\_\_\_\_

I would like to enter as a single player: \_\_\_\_\_

I only plan to attend the luncheon (\$40<sup>+GST</sup>): \_\_\_\_\_

## PRIZE DONATIONS

***We also accept cash donations for prize giveaways!***

**I would like to donate:**

**\$50**

**\$100**

**\$150**

## WANT TO BE A SPONSOR?

For \$275<sup>+GST</sup>, your company can  
sponsor one of the following event  
areas - please mark one:

- Ice Sheet (8 spots available)
- Hog Line Contest
- Morning Coffee & Muffins station

**Your sponsorship will include:**

- Corporate signage at the end of the sheet of ice for the whole day
- Sponsorship announcement and recognition at lunch time
- A 'Thank You' recognition in MHCA's *Heavy News Weekly* and website

Company: \_\_\_\_\_

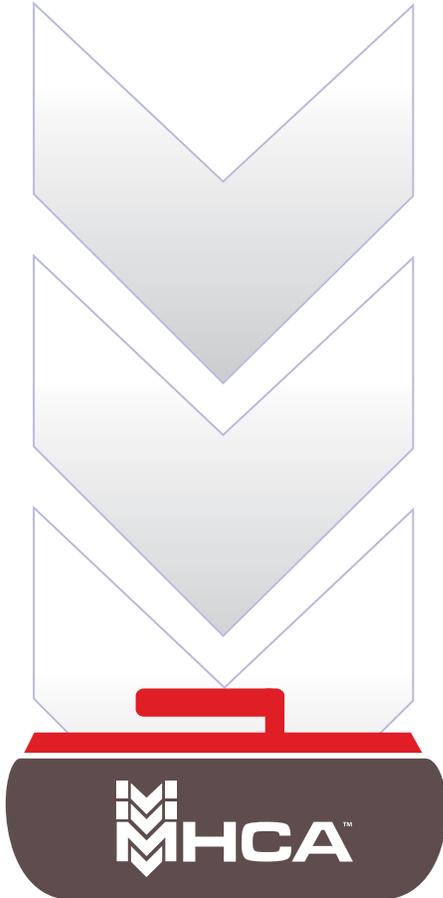
Contact Person: \_\_\_\_\_ Tele: \_\_\_\_\_

Please invoice (members only): \_\_\_\_\_

Visa/MC/AMEX: \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Security code: \_\_\_\_\_

Card Holder: \_\_\_\_\_

Signature: \_\_\_\_\_



**Fill out this form in full and fax to the MHCA office at 204-943-2279.**

**For more information, contact Christine Miller at christine@mhca.mb.ca or 204-947-1379.**

***As per MHCA Board Policy, only registrations cancelled at least six (6) business days prior to the commencement of this event will be refunded.***

# TFW program's 'four-in, four-out' rule scrapped

Russell Hixon, *Journal of Commerce*, January 2



**Canadian  
Construction  
Association**

Ottawa has done away with the Temporary Foreign Worker Program's four-year cumulative duration rule.

Officials announced in late December the rule will no longer apply to temporary foreign workers in Canada, effective immediately. The cumulative duration rule, known as the "four-in, four-out" rule, was put in place in April 2011, limiting work for some temporary foreign workers in Canada to four years, who then became ineligible to work in Canada for the next four years.

"We think it's quite positive," said Bill Ferreira, vice-president of government relations and public affairs for the Canadian Construction Association (CCA), of the recent decision.

He added that while the CCA will still wait and see what the changes look like, they are excited the government is looking to create a pathway.

For those temporary foreign workers who do not currently have access, the government stated it is committed to further developing pathways to permanent residency so that eligible applicants are able to more fully contribute to Canadian society. Work on this issue continues.

As part of the government's efforts to ensure Canadians have first access to job opportunities, low-wage employers, where appropriate, will be required to advertise to more than one and up to four under-represented groups in the workforce — youth, people with disabilities, indigenous people and newcomers. Employers will be advised when these changes are to come into effect.

"I don't think it will impact the construction industry at all," said Tom Sigurdson, head of the BC Building Trades.

"There are very few projects that last four years. I have no knowledge of a construction worker ever coming in for a four-year period."

The government will maintain the cap on the proportion of low-wage temporary foreign workers that can be employed at a given worksite at 20 per cent for employers who accessed the program prior to June 20, 2014, and at 10 per cent for new users of the program after that date.

The exemption on the cap for seasonal industries seeking temporary foreign workers for up to 180 days during the 2017 calendar year will be extended until Dec. 31, 2017.

These early actions are in line with recommendations made by the Standing Committee on Human Resources, Skills and Social Development and Status of Persons with Disabilities (HUMA), which undertook a study of the Temporary Foreign Worker Program.

The government will table a full response to the standing committee's recommendations in the new year.

"In many ways, the four-year rule put a great deal of uncertainty and instability on both temporary workers and employers," said John McCallum, federal minister of immigration, in a release.

"We had the sense that it was an unnecessary burden on applicants and employers and also on officers who process applications. The HUMA hearings confirmed it. We believe this important recommendation from the committee requires rapid action, which we are taking today."

The standing committee began its review of the Temporary Foreign Worker Program in May 2016 and tabled its report, outlining its recommendations, in the House of Commons on Sept. 19.

The government will respond to the committee's report within 120 days and bring forward its plan to improve and change the program, the release continues.

As part of its Fall Economic Statement, the government announced the Global Skills Strategy to support growth and innovation and create more opportunities for Canadians by providing timely and predictable access to global talent.



**There are only three weeks left to get your early bird discount for EXPO South 2017!**

**CONFERENCE RATES**

**- PER STUDENT -**

**TWO DAYS**

Early Bird \$335 +GST  
(until January 20, 2017)

Regular \$395 +GST  
(starting January 21, 2017)

**HALF DAY**

Early Bird \$120 +GST \*includes lunch  
(until January 20, 2017)

Regular \$145 +GST \*includes lunch  
(starting January 21, 2017)

**ONE DAY**

Early Bird \$175 +GST  
(until January 20, 2017)

Regular \$215 +GST  
(starting January 21, 2017)

\$90 +GST \*without lunch

\$115 +GST \*without lunch

*\*Please note that regular EXPO South registration will close on **March 17, 2017**.*



**Go to [MHCA.MB.CA/EXPO](http://MHCA.MB.CA/EXPO) to learn more and register now!**





## Exporters are less upbeat

*Peter G Hall, Vice President and Chief Economist*



Anyone involved in the international trade game will remember 2016. It will likely go down as the year when average people, tired of waiting for the economy to really recover, voted against the established order. The Brexit and US election votes reflected cynicism about the architecture of international trade, and, conditioned by this shift, the discourse on the campaign trails acquiesced to the popular but false notion that when one nation benefits from trade, it punishes another; that is, trade is a win-lose proposition. Amid the rancorous US debate, we conducted EDC's Trade Confidence survey. What did we discover?

After posting a strong increase in the spring survey, Canadian exporters more than erased that gain in the autumn season. Actually, the Trade Confidence Index (TCI) fell to its lowest level since the fall of 2012, when economic conditions were arguably a lot more serious than they are today. In general, the Index has been trending downward since its most recent peak in the spring of 2014. This timing coincides with the global plunge in commodity prices, but is somewhat perplexing in light of the concurrent increase in overall US demand.

All five elements of the TCI declined in the recent survey. Notably, it was the elements covering the situation here at home that slid the most. The perception of domestic conditions soured the most between surveys, with government initiatives being a key dampening factor. Domestic sales were not far behind, with respondents blaming flagging demand and seasonality. However, export sales were a close third, with one-third of those expecting things to worsen citing weaker foreign demand as the reason. Significantly, 21 per cent of this same group blamed capacity limitations as a factor in weaker sales, while in the spring survey, no such concerns were raised.

Exporters worried more about world economic conditions in the fall survey. Among those expecting worse times, almost half said that they were concerned about global recession and instability, up from 29 per cent in the spring. Among those more downbeat about global sales opportunities, 20 per cent cited world instability as a key factor.

Responses of small-sized exporters hold a lot of sway in survey results. Reflecting the makeup of the Canadian economy, small businesses form a large majority of respondents, and their votes each count for as much as a large company's vote. In this survey, small businesses were decidedly less upbeat, with their index score tumbling 3.3 points, taking them from first to worst. Large and medium-sized businesses were also less confident than in the spring, but their declines were less than one-quarter of the drop for small enterprises.

Among industry groupings, the extractive sector – oil and gas and mining – slumped the most. Their index score, like that of small businesses, went from top to bottom in just six months. Clearly commodity prices are still having a big effect on market perceptions. Transportation and IT also saw large declines, with more muted results in the remaining industries.

One of our key discoveries in this survey was the attitude of Canadian exporters toward the populist debates on international trade. When asked about the factors that would have the greatest impact in their short-term international activities, 58 per cent of Canadian exporters cited the (then unknown) outcome of the US election as their number one issue. The third-highest concern was the UK's vote to leave the European Union – reflecting the importance of Canada-EU trade to our exporters. Sandwiched in between these two issues was concern about the slowdown in China's growth. Given that the outcome of the US election is now known, it is likely that concerns are as high or higher now than at the time the survey was conducted. This was certainly the case anecdotally on my recent cross-Canada Global Export Forecast speaking tour.

The bottom line? Without a doubt, the world has entered a period of greater uncertainty about the very architecture of international trade. These debates appear to have unsettled Canadian exporters, and their sentiments over the near term period will likely be very much conditioned by the tangible policy outcomes of recent and ongoing elections and referenda.

# REVISED

## Migration to new MERX platform

Manitoba Infrastructure (MI) is proceeding with its first step toward electronic bidding (or e-bidding) and electronic bonding (or e-bonding). This first step is tentatively scheduled for February, 2017 and will affect all bonded construction and maintenance contracts (generally >\$500K) related to highways, bridges and water control infrastructure.

In early January, MI in conjunction with our procurement service provider [www.MERX.com](http://www.MERX.com), as well as the Surety Association of Canada and representatives from the surety industry will be broadcasting a webinar to share information about this initiative and some details on the e-bidding and e-bonding processes.

To meet the needs of our members, two options for the training sessions will be available:

**Tuesday January 10, 2017**

**Seminar:** MHCA Training Room  
10:00 AM to 12:00 Noon  
Unit 3-1680 Ellice Ave

Please contact Christine Miller, MHCA Events Manager at [christine@mhca.mb.ca](mailto:christine@mhca.mb.ca) or 204-947-1379 to reserve your spot.

**Webinar:** To register for this webinar and receive access details, please submit your name and e-mail address at the following link:

<https://attendee.gotowebinar.com/register/5343233265131348226>

## Upcoming MHCA Meetings

**Migration to MERX Platform Seminar**

MHCA Training Room

January 10, 2017 - 10 AM to Noon

Please contact Christine Miller to reserve your seminar spot, [christine@mhca.mb.ca](mailto:christine@mhca.mb.ca)

**MHCA Executive Committee**

MHCA Office

January 18, 2017 - 12:00 Noon

**MHCA Board of Directors**

Location TBD

January 25, 2017 - 12:00 Noon



# SAFETY TALK

## Winter Road Hazards

Winter weather can be unpredictable and dangerous. Getting caught in Manitoba winter storms can be downright deadly if you aren't prepared.

### What's the danger

Driving when the temperature turns frigid and snow and ice make roads treacherous can leave you spinning out of control and into oncoming traffic.

Slick and impassable roads, and decreased visibility, can lead you stranded, scared and with no idea when help might arrive.

Cold temperatures can quickly lead to frostbite, hypothermia and death if you are not prepared.

### How to protect yourself

Knowing how to safely drive in winter weather is the best way to protect yourself during winter driving.

- Make sure your vehicle is in peak operating condition

- Watch the weather. Delay travel when bad weather is expected and if you must leave, let others know your route, destination and estimated time of arrival
- Use your seat belt every time you get into your vehicle
- Accelerate and decelerate slowly
- Drive slowly and increase your following distance to at least 8 seconds when road and weather conditions are bad
- Do not use cruise control in snowy, icy weather
- If you do start to skid or slide always look and steer in the direction you want the front of your vehicle to go

### What would you do?

You have a two-hour drive ahead of you for a work obligation. The forecast is calling for blizzard conditions later in the day. What is your work policy for winter driving?

Print and review this talk with your staff, sign off and file for COR™ / SECOR audit purposes.

Date: \_\_\_\_\_

Performed by: \_\_\_\_\_

Concerns:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee Name:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Supervisor: \_\_\_\_\_

Location: \_\_\_\_\_

Corrective Actions:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee Signature:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**TO REGISTER,  
PLEASE CONTACT:**  
Kristen Ranson  
kristen@mhca.mb.ca

# Training Schedule

**WINNIPEG - MHCA Office**  
3-1680 Ellice Ave.

**BRANDON**  
St. John's Ambulance  
Shopper's Mall, 1570 8<sup>th</sup> Street

## JANUARY 2017

- 16 Team Leader 1/2 day AM ★
- 16 Human Resource Practices 1/2 day PM ★
- 17 Flagperson 1/2 day AM
- 17 Committee/Representative Training 1/2 day PM
- 18-19 Traffic Control Coordinator
- 20 Excavating & Trenching 1/2 day AM
- 20 Auditor Refresher 1/2 day PM (no charge)
- 25 e-COR™ Account Management Fundamentals 1/2 day AM
- 25 e-COR™ Creative Form Building 1/2 day PM
- 31 Train the Trainer

## JANUARY 2017

- 9-10 COR™ Leadership in Safety Excellence
- 11 COR™ Principles in Health & Safety Management
- 12-13 COR™ Auditor Training

## FEBRUARY 2017

- 6-7 COR™ Leadership in Safety Excellence
- 8 COR™ Principles in Health & Safety Management
- 9-10 COR™ Auditor Training
- 13 Effective Delegations 1/2 day AM ★
- 13 Resolving Workplace Conflict 1/2 day PM ★
- 14 Flagperson 1/2 day AM
- 14 Committee/Representative Training 1/2 day PM
- 15-16 Traffic Control Coordinator
- 17 Excavating & Trenching 1/2 day AM
- 17 Auditor Refresher 1/2 day PM (no charge)
- 22 Train the Trainer

## FEBRUARY 2017

There is currently no training set up in Brandon for February

## MARCH 2017

- 13 Effective Meetings 1/2 day AM ★
- 13 Verbal Communications 1/2 day PM ★
- 14 Flagperson 1/2 day AM
- 14 Committee/Representative Training 1/2 day PM
- 15-16 Traffic Control Coordinator
- 17 Excavating & Trenching 1/2 day AM
- 17 Auditor Refresher 1/2 day PM (no charge)
- 20-21 COR™ Leadership in Safety Excellence
- 22 COR™ Principles of Health & Safety Management
- 23-24 COR™ Auditor
- 29 Train the Trainer

## MARCH 2017

There is currently no training set up in Brandon for February

- ★ Leadership Certificate Program/Gold Seal
- e-COR™ training and information session



## Expo and Gold Seal Certification

*WORKSAFELY™ Back to You with Don Hurst*

Within this week's Heavy News Weekly you will find dates for webinars pertaining to acquiring your Gold Seal Certification. If you are curious as to what the first steps are in this process, this is the place for you. It will answer such questions as:

- Do I qualify to write the Gold Seal exam?
- Do I need more experience or training?

The Gold Seal Certification program was created by the industry for the industry. It has quickly become a standardised program supporting the development of skilled and serious Construction & Heavy Civil management professionals across Canada. Gold Seal Certification offers the assurance to employers and employees that those with Gold Seal are educated, experienced and skilled. Gold Seal Certification is evidence of your commitment to your profession and have met the necessary requirements to perform your role.

WORKSAFELY™ offers many courses during our Expo that count as credits toward your Gold Seal Certification. There are a total of 5 courses being offered at our Expo that are Gold Seal accredited.

For a more detailed list of what is offered in Expo South 2017 please visit <http://www.mhca.mb.ca/expo/> or contact Jackie Jones at 204-947-1379.

**Heavy Construction**  
**EXPO**

**APRIL 4 & 5, 2017**  
**Victoria Inn Convention Center Winnipeg**

**REGISTER NOW TO GET EARLY BIRD PRICING!**

**Check your inbox weekly or go to [mhca.mb.ca/expo](http://mhca.mb.ca/expo)**

★ Early Bird registration closes **January 20, 2017** ★

- Regular registration closes **March 17, 2017**

**MHCA**™  
MANITOBA HEAVY CONSTRUCTION ASSOCIATION

**WORKSAFELY**  
**MHCA**

**MHCA**  
Certificate of Registration  
**COR**  
WORKSAFELY

# Get Gold Seal Certified

Since 1991, the Gold Seal Certification program has set the Gold Standard in the Management of Construction. Today, more than 8,000 construction professionals have been recognized as Gold Seal Certified.

## What are the benefits of Gold Seal Certification?

Whether you are a **Construction Professional, a Contractor, Project Manager**, or an **Owner of a construction project**, Gold Seal Certification can help you set a high standard - the Gold standard - on a construction project.

Learn more at [www.goldsealcertification.com](http://www.goldsealcertification.com)



CANADIAN CONSTRUCTION  
ASSOCIATION  
CANADIENNE DE LA CONSTRUCTION

The Gold Seal Certification program has been the industry's most trusted, valued and reliable certification for those in management of construction. Gold Seal Certified (GSC) credentials demonstrate your commitment to the profession and your expertise through certifying education, experience and competency.

## Ever wonder what it takes to get Gold Seal Certified?

**Find out the answers to these questions and more:**

- Do I qualify to write the Gold Seal Exam?
- Do I need more experience or training?
- What information do I need to apply?
- The application process through the online portal

**To register for Gold Seal information sessions please see our website at [mhca.mb.ca](http://mhca.mb.ca)**



## Your invitation to the WCR&HCA 2017 Convention

Join the Western Canada Roadbuilders  
& Heavy Construction Association at the 2017 Convention

### Los Cabos, Mexico

*It's not the Mexico you think you know!*

Sunday, January 29, to Wednesday, February 1, 2017  
JW Marriott Los Cabos Beach Resort and Spa

#### Convention features and highlights include:

- Keynote speakers: **Neil Pasricha** (bestselling author of *The Book of Awesome*) and **Gary Doer** (former Canadian Ambassador to the United States and former Premier of Manitoba)
- Four outstanding evening social events including the grand finale with entertainment by the award-winning **Canadian Rock Band Trooper**
- The AON Golf Classic at the spectacular **Puerto Los Cabos Golf Course** bearing the proud signatures of Jack Nicklaus and Greg Norman
- Accommodations at the luxurious **JW Marriott Los Cabos Beach Resort and Spa**
- An educational program that will address today's emerging issues and trends
- 4 great days of **networking and sunshine!**

Our four lead sponsors: CAT, SMS Equipment, Ritchie Bros and Brandt join us in inviting all contractors to attend the West's marquis industry event!

#### Don't miss your opportunity to be "Where the West Meets"!

For all convention information, or to register or to book your hotel room online - visit: [www.WCRHCA.org](http://www.WCRHCA.org)

Proudly hosted by:



LOS CABOS