



WINTER 2025

THE VOICE

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| LETTER FROM THE CEO



Greetings,

As we step into 2025, we recognize that our sector faces both significant challenges and exciting opportunities. The road building, civil construction, and highway maintenance industries are essential to the foundation of our communities and the province's economy. However, as we continue building and maintaining the infrastructure that supports these needs, we must navigate an evolving landscape shaped by global trade tensions, climate change, and the growing complexity of infrastructure projects.

One pressing concern affecting our sector—and the country at large—is the looming threat of potential tariffs from the United States. Many of our members are already under pressure from rising costs, which impact budgets and project timelines. Tariffs would only exacerbate these challenges, making it harder to maintain cost-effective operations and potentially stalling progress on critical projects. Now is the time to explore strategies for mitigating these issues, including advocating for policy changes and pursuing innovative solutions to reduce our reliance on imported goods.

This moment also highlights the importance of interprovincial trade corridors as vital components of our national economy. The smooth movement of goods and people between provinces is crucial for economic growth and maintaining supply chain efficiency. As demand for these corridors grows, it emphasizes the need for enhanced infrastructure investments, modernized policies, and stronger collaboration across jurisdictions to support this critical network.

Simultaneously, the rising number and complexity of infrastructure projects—driven by long-term investment needs across various levels of government—has created a more interconnected and demanding environment. Efficient planning and coordination are now more important than ever. Compounding this challenge is the rising impact of climate change. Extreme weather events, rising sea levels, and shifting environmental conditions will continue to take a toll on roads, highways, and other critical infrastructure. We must adapt our approaches to construction and maintenance to account for these changing conditions.

In January, we met with Premier David Eby to discuss these crucial issues. We talked about how tariffs could impact our industry and economy, how construction projects can boost local community growth, and ways everyone can work together to simplify processes and remove barriers.

Within this edition of The Voice you will find our 2025 Strategic Plan, a roadmap for addressing these issues. In addition, we recap our 58th Annual General Meeting and Holiday Celebration that wrapped up 2024 and look forward to the partnerships, programs, and events planned for the year ahead.

As always, we thank you for your continued dedication to the sector. Together, we can overcome these challenges and continue building the infrastructure that supports thriving communities across our nation.

Sincerely,

KELLY SCOTT

CEO

BC Road Builders and Heavy Construction Association

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STRATEGIC PLAN 2025



The BC Road Builders & Heavy Construction Association is the recognized advocate for investment in resilient core infrastructure that creates economic growth, strong communities and a sustainable environment.



100,000+

Member Employees In
BC Communities

47,000

KM of
BC Highway

4,980

Bridges
Connecting

75,000+

Pieces of
Construction Equipment

GOAL ONE:

Increase Investment in Resilient and Sustainable Infrastructure

→ ADVOCATING FOR PREDICTABLE AND CONSISTENT INFRASTRUCTURE INVESTMENT

Working collaboratively with owners, we will identify the benefits of ongoing investment to support future needs of BC.

- Through the board and committee structure, we will advocate for owners ensuring predictable and consistent infrastructure investment, from small to major projects in order to support sustained growth within the construction industry.
- Educate the public and stakeholders on the benefits of infrastructure investment and the need for environmentally sustainable construction to meet the needs of growing our economy and communities.

→ ADVOCATING FOR EFFECTIVE PROCUREMENT

We will provide informed and trusted advice to owners on all aspects of procurement to ensure consistent and effective project delivery.

- Participate in meaningful discussions with owners to improve procurement practices that provide best value for owners and encourage innovative approaches.
- Engage with owners to refine and define Indigenous procurement practices to support Indigenous communities, including economic reconciliation and opportunities.
- Educate owners on the impacts of tariffs and develop mechanisms to ensure risk is shared appropriately.

→ ADVOCATING FOR EFFICIENT PROJECT DELIVERY

We will work with owners and stakeholders to identify project delivery opportunities. We will advocate for practical and executable solutions to ensure projects are delivered in a timely and efficient manner.

- Through a committee structure, we will proactively work to reduce bureaucratic procedures, regulations and red tape to mitigate project delays, cost uncertainty, and increased claims.
- The Culture for Success is a proven set of relationship guidelines developed by the BC Road Builders and MoTT for the highway maintenance sector. We will work with government officials and other owners for successful industry-wide implementation of these and other collaborative project delivery principles.



Among Construction companies, private developers and municipalities follow the Ministry of Transportation and Transit as the top revenue sources. MoTT contributed 27% of Construction companies 2024 revenue, followed by private developers at 20%, and municipalities at 19%. (BCRB 2024 Membership Survey)



GOAL TWO:

Grow and Maintain a Robust, Safe, and Inclusive Workforce

→ ATTRACTING AND RETAINING TALENT

The Association will grow the industry by delivering engagement tools and programs to attract talent and diversify the workforce.

- Implement targeted initiatives and media campaigns to promote career opportunities within the industry.
- Continue the Association's scholarship programs to attract more young people to the industry, including the [Betty Spalton Scholarship](#) and [Jack and Gillian Linington Scholarship](#).
- Promote diversity, equity, and inclusivity with a focus on engaging underrepresented groups, including building on the success of the Women in Road Building initiative.

→ BUILDING EFFECTIVE CAREER DEVELOPMENT

We will support and promote existing programs and develop new training initiatives that ensure our workforce has the necessary skills for today and for the future of our industry.

- Continue the province-wide [RoadShow](#) simulator training program that will promote [career opportunities](#) within the industry.
- Promote and support the attraction of youth with the expansion of the [Honour the Work](#) and the [Heavy Equipment Operator Programs](#) and other initiatives to school districts in the province.
- Continue our commitment to our members' Indigenous cultural competency by providing opportunities for education and engagement.

→ PROMOTING AND SUPPORTING WORKER HEALTH AND SAFETY

Working with industry partners, we will promote health and safety programs and ensure resources are available to member companies, including mental health and addiction support.

- Provide mental health resources for the industry via the [BCRB Mental Wellness Program](#).
- Promote and educate the Association members on the [Group Benefits Plan](#).
- Promote [RoadReadyBC](#), British Columbia's new online, leading safety-awareness program, designed to elevate job site safety in the road building and highway maintenance sector.



5.9% of the population in British Columbia identify as Indigenous (Statistics Canada, 2016).
11% of the employees working in the B.C. Highway Maintenance sector identify as Indigenous (BCRB&HCA Membership Survey, 2023).



GOAL THREE:

Lead an Innovative, Informed, and Sustainable Industry

→ LEADING INDUSTRY INNOVATION

We are leaders in driving industry-wide innovation and will continue to work with owners to implement sustainable practices to build and maintain resilient infrastructure.

- Update the [Good Roads Cost Less](#) white paper with the latest survey data and share it with relevant stakeholders.
- Launch the [CleanRoads Innovation Program](#) within the road-building industry.
- Promote the [Provincial Response and Emergency Program](#) (P.R.E.P Book) unifying the Association members' resources to better provide proactive and prompt emergency response to the impacts of climate change and natural disaster events.

→ SUPPORTING DATA-DRIVEN DECISION MAKING

Working with members, committees, and relevant stakeholders, we identify key data points and use this information to track and report on trends within our industry.

- Effectively collect and communicate data insights and incorporate them into focused advocacy campaigns and programs, including recommendations to project owners.
- Maintain the Blue Book with the latest equipment and ensure it reflects accurate rates.

→ BUILDING FROM A STRONG INDUSTRY FOUNDATION

Leveraging the strength and history of the Association to achieve our strategic objectives.

- Continue to build on the effectiveness of the committees and task forces.
- We will increase engagement with project owners to share best practices and open lines of communication on key industry issues.
- Create, foster, and grow relationships by continuing to host impactful networking events.



B.C.'s average annual temperature has risen by 1.4 °C from 1900 to 2013, with winter night temperatures increasing by 3.1 °C. Investing \$1 in climate adaptation measures today, can save up to \$10 in future costs, emphasizing the economic benefits of proactive infrastructure planning. (Government of BC)

2024 AGM RECAP



The Road Builders sent off 2024 in style with our 58th Annual General Meeting and Holiday Celebration, from December 5 – 7 in Victoria. More than 700 BCRB members, partners, and provincial government representatives gathered at the Fairmont Empress to commemorate another productive year in the road building and heavy construction sector.

In true BCRB fashion, the festivities commenced with some friendly competition at the annual Hockey Game, followed by the Leaders' Luncheon and Sector Meetings. To conclude a great first day, everyone gathered for dinner and drinks at the Royal BC Museum Grand Reception.

Award Winners

- **Bridges & Structures Award:**
Coquitlam Ridge Constructors Ltd.
- **Paving Award:**
Emil Anderson Construction
- **Grading Award:**
Conwest Contracting Ltd.
- **Workplace Health & Safety Award:**
Lafarge Canada Inc.
- **Road & Bridge Maintenance Award:**
Yellowhead Road & Bridge
(Fort George) Ltd.
- **Community Service Award:**
Cutting Edge Consulting Inc.

Friday was a full day of events dedicated to the AGM, followed by the MoTT Contractor of the Year Awards Reception and Lunch; congratulations to the 2024 winners! Spirits soared long into the evening at the Jingle Bell Ball—everyone's favourite opportunity to wear their holiday best. The next morning, it was the younger crowd's turn to embrace the holiday spirit at the Family Brunch with Santa, ending the weekend on a high note.

Many thanks to everyone who attended our 2024 AGM and to our generous sponsors for making the event a reality. Warm wishes to all in 2025.



AWARD WINNERS



BRIDGES & STRUCTURES AWARD: COQUITLAM RIDGE CONSTRUCTORS LTD.



PAVING AWARD: EMIL ANDERSON CONSTRUCTION

AWARD WINNERS



GRADING AWARD: CONWEST CONTRACTING LTD.



WORKPLACE HEALTH & SAFETY AWARD: LAFARGE CANADA INC.

AWARD WINNERS



ROAD & BRIDGE MAINTENANCE AWARD: YELLOWHEAD ROAD & BRIDGE (FORT GEORGE) LTD.



COMMUNITY SERVICE AWARD: CUTTING EDGE CONSULTING INC.

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BUILDING SAFETY INTO CONSTRUCTION: THE PROVEN IMPACT OF BC'S COR PROGRAM

According to the [BC Construction Safety Alliance](#) (BCCSA), nearly 250,000 workers and more than 57,000 WorkSafeBC-registered construction, aggregate, concrete, and restoration companies operate in British Columbia. In an industry with so many players and so much variety within its projects, variability is inevitable. Unfortunately, so is physical risk, and accidents remain a tragic consequence. The critical need for a standardized, evolving safety system was recognized at the turn of the millennium. Soon after, BC's Certificate of Recognition (COR) program was introduced, an initiative that would transform safety not just within BC's construction industry but in many industries across Canada.

A Provincial, Built-for-Construction Safety Program.

Recognizing the need to share and promote safety best practices in the construction industry, the BC Road Builders championed the creation of the Construction Safety Network (CSN), which later evolved into the BC Construction Safety Alliance (BCCSA). In 2002, this industry-led safety organization introduced the [COR program](#) as a pilot initiative. The safety management program and assessment tool was developed by WorkSafeBC and modelled after Alberta's Partners in Injury Reduction program, designed as a voluntary incentive initiative to recognize companies that met specific safety standards. It reflects the BCCSA's "Making Safety Simpler" motto and embodies the BC Road Builders' results-driven approach.

Precise Criteria. Proven Results.

Achieving COR certification involves a thorough

external audit of several aspects of workplace health and safety, including training, policies and procedures, hazard assessment, emergency response, and incident investigation. Assessments are made through an in-depth review of documentation, site observations, and employee interviews. Companies are required to train their own internal auditors to ensure compliance with external audits, which generally occur every three years.

Since COR's introduction, the program has been continuously refined as the industry evolves, and the results have been life-changing. Ongoing research conducted by the University of British Columbia shows that COR-certified employers demonstrated, on average, a 12% decrease in short-term disability, long-term disability, and fatality rates between 2003 and 2016 compared to non-certified employers. Additionally, COR employers demonstrated an 11% decrease in serious injury rate.

Benefits Beyond Safety.

COR has accomplished exactly what it was designed to do by decreasing work-related injuries and deaths—with added benefits ranging from financial to talent attraction. COR employers are eligible to receive 10% of their annual incentive payments from WorkSafeBC. Over time, lower injury rates, and thus lower claim costs, will also reduce insurance premiums.

COR certification offers less tangible benefits as well, including exhibiting a demonstrated commitment to safety to potential clients and the public. In a competitive labour market, COR-

certified firms generally achieve greater success with worker recruitment, notes Vernita Hsu, director of COR and Injury Management at the BC Construction Safety Alliance. "In an increasingly competitive labour market, where workers have more options for employment, they will choose to work for companies with their best interests at heart."

A Superior Safety Standard.

Today, approximately 33% of workers in BC's construction sector work for COR-certified companies, nearly double the number from 2010. Following its successful start in construction, COR

was made available to all BC industries in 2006. Today, the program is nationally respected and has a growing influence in Ontario.

Many general contractors and project owners now favour bidding partners with COR certification. Hsu anticipates its growing adoption as more public and private stakeholders throughout Canada begin requiring it as a pre-qualification for contracts. "Our sense at the BCCSA is that COR demand will continue to grow, particularly because the program has been empirically proven to reduce injuries. There is no other system that can claim that."



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6 MONTHS**



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Members also receive 25% off carwashes and access to Petro-Canada SuperPass—the simple way to manage fuel costs, track odometer readings, prevent unauthorized spending, and report on multiple vehicles.

Join the Petro-Canada Fuel Affinity Program today!



BCRB BENEFITS PROGRAM

Members receive very competitive rates with the help of ICBA's committed team.



STRONG BENEFITS FOR A STRONG WORKFORCE

Great benefits attract and keep top talent, which is why we offer an excellent benefit package to our member companies.



PARTNERING WITH ICBA FOR MAXIMUM VALUE

We partner with ICBA Benefits to make sure you get the best value for your money while taking care of your workers and families.



COMPREHENSIVE COVERAGE & EXPERT SUPPORT

Our services include: Group health, dental & retirement benefits at competitive rates. A dedicated Wellness Coordinator for smooth onboarding & performance reviews of existing benefits plans to find cost saving solutions.



Call **604-436-0220** or scan the **QR code** to learn more!





WHY USE BCRB BENEFITS

You're going to be paying for benefits. Why not benefit your industry, and take advantage of cost savings.



FEATURE	BC ROAD BUILDERS BENEFITS	OTHER INDUSTRY GROUP BENEFITS
Admin Fees	✓	✓
Personalized Broker Representation	✓	X
Reinvestment in Member Programs	✓	X
Industry Advocacy & Support	✓	X
Comprehensive Coverage Options	✓	✓

WHY USE BCRB BENEFITS

BC Road Builders offers pooled benefits with protection from high claims, fully customizable plans, and expert third-party administration. Members gain negotiating power, expert guidance, and access to retirement plans for both owners and employees.

- Pooled Benefits
- Protection from High Claims
- Fully Customizable Plans
- Third-Party Administration
- Negotiating Power & Expert Advice
- Retirement Plans for Owners & Employees

"The team at ICBA Benefits continues to exceed our expectations - our decision to work with them has been very prudent."

-Scott Jacob, President and CEO,
Jacob Bros Construction

NEW MEMBER SPOTLIGHT



BC Road Safe

BC Road Safe has provided full-service traffic control supplier services since 2004. Their offerings include certified traffic control personnel, lane closure vehicles, engineer-sealed traffic management plans, equipment rentals, and everything else required to keep traffic moving.



Cancon Construction

From site servicing to road building and excavation, Cancon Construction provides comprehensive civil contracting services across the Lower Mainland and Fraser Valley. Maintaining a high level of service with a people focus, Cancon strives to create long-lasting relationships with its clients and employees.



Foam Mods EPS Solutions

Foam Mods supplies leading expanded polystyrene (EPS) solutions to BC and Alberta, specializing in high-quality, fully recyclable EPS products. Locally manufactured in Surrey, Foam Mods produces materials for a wide range of applications, including commercial construction, landscaping, and beyond.



Paz Fuels

Paz Fuels is a family-owned, independent gas station is a cornerstone of the Abbotsford community and worth going out of your way for. Paz Fuels offers all the amenities of a regular gas station, plus an eco-friendly car wash, locally made baked goods, hot meals, and made-to-order coffees and smoothies.



Revau

Revau strives to streamline, customize and simplify commercial insurance - no matter how complex the risk. Serving Canadians since 1993, they bring integrity, passion, and professionalism to the commercial insurance space.



Samsara Technologies

Samsara Technologies provides technology solutions for fleet management, asset tracking, and operational efficiency for a number of sectors and industries. Their platform combines real-time data, GPS tracking, and advanced analytics to optimize operations, enhance safety, and improve productivity.



University of Northern British Columbia (UNBC)

UNBC is a leading research institution focused on sustainability, resource management, and community development. Offering diverse programs, UNBC fosters innovation and collaboration, supporting the road building and civil construction sectors through education and applied research.

UPCOMING EVENTS

Mark your calendars for these upcoming BCRB events:

ANNUAL SPRING CHARITY GOLF TOURNAMENT

May 9, 2025.

The 54th Annual Spring Charity Golf Tournament will be taking place on May 9, 2025 at Northview Golf and Country Club in Surrey. Members are encouraged to sponsor a hole, provide a silent auction item and come out to have some fun! We will once again be raising money for BC Children's Hospital and the association's Betty Spalton Scholarship Fund.



BCRB SUMMER ROADSHOW CLASSIC

June 20, 2025.

This brand new golf tournament brings the excitement of the RoadShow to the greens, taking our beloved event on the road for the first time. Set against the backdrop of the Summer Solstice, it's the perfect time to tee off, connect, and kick off the summer season in style!



UPCOMING EVENTS

Mark your calendars for these upcoming BCRB events:

ANNUAL FALL CONFERENCE

September 14-16, 2025.

The 54th Annual Spring Charity Golf Tournament will be taking place on May 9, 2025 at Northview Golf and Country Club in Surrey. Members are encouraged to sponsor a hole, provide a silent auction item and come out to have some fun! We will once again be raising money for BC Children's Hospital and the association's Betty Spalton Scholarship Fund.



AGM & HOLIDAY CELEBRATIONS

December 4-6, 2025.

Hosted in Victoria at the beautiful Fairmont Empress Hotel and Victoria Conference Centre from December 4 - 6, 2025.



Stay tuned for more details on our 2025 events.



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