



ANNUAL
REPORT 2013

Train. Maintain. Sustain.

Train. Maintain. Sustain.



Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to over 40,000 construction companies employing approximately 180,000 workers. We are funded by industry through WorkSafeBC annual assessments and governed by a Board of Directors whose members are representative of all areas of the industry: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy construction.



What we do

Worker safety is our number one priority. To that end, we offer a range of free member services for construction (Sector 72) and select aggregate and ready-mixed employers that (a) focus on injury prevention and creating or enhancing a culture of safety on construction sites; and (b) meet a diversity of needs among owners, managers, supervisors, and workers. Our services include:

- Certificate of Recognition (COR)
- Safety training, education, consultation, and resources
- Traffic control training and education

As a safety association recognized by WorkSafeBC, we promote and develop workplace health and safety in compliance with WorkSafeBC's regulations and guidelines. The BCCSA also acts as the construction industry's apolitical spokesperson on construction health and safety issues.

Our Mission and Values

Our mission is to build and promote a positive safety culture with construction industry stakeholders in British Columbia. We have the following core values:

- Safety is everyone's responsibility;
- Openness and transparency in our industry relationships and our day-to-day operations is essential;
- Collaboration between employers regarding workplace safety is crucial;
- Injury prevention, education, and management are critical components of our work; and
- Creating and maintaining partnerships with construction industry stakeholders is vital.

Message from the Chair



As someone who has been actively involved in construction industry safety for many years, I am pleased to serve as Chair of an organization whose mandate is to help its members build and maintain safe and healthy workplaces. The role of the Board of Directors is to provide a strategic plan that positions the Alliance to realize this mandate. In 2013, we fulfilled this mandate again by continuing to deliver practical and effective prevention strategies to our members throughout the province.

Thanks in part to programs and services offered by the Alliance, WorkSafeBC, and other safety organizations, the construction industry is actually experiencing an overall decline in the number of workplace injuries. The focus on prevention is paying off with concrete results, and we can all be proud of the gains we have made. However, while a drop in the injury rate is certainly good news, there remains the challenging issue of injury duration, which is still very high. Accordingly, an important focus for the Board in 2013 was on identifying what the Alliance could do to help achieve a downward trend in this area as well. The outcome was a decision to increase our promotion of injury management/return to work (IM/RTW) programs -- which offer great promise for employers and employees -- and, most importantly, to reach capacity with respect to providing direct assistance to contractors interested in exploring the potential.

In this, we liaised closely with WorkSafeBC to integrate their IM/RTW services into our promotions, so that contractors would be aware of the full range of available resources.

The BCCSA's ability to move forward with safety resources that are timely and relevant depends on having a solid foundation from which to work. With that in mind, Board governance activities during the year included overseeing and monitoring all aspects of our operation -- from finances, to policy development, to programs and services -- all of which are in excellent shape.

As we continue to provide a broad range of member services, maintain connections with our partners, and liaise with other provincial and national safety organizations, I am confident that we will continue to maintain the standards required to support our stakeholders and, most importantly, keep workers safe.

In closing, I wish to extend my thanks and appreciation to my colleagues on the Board for their hard work during the year; to Executive Director Mike McKenna for his support and advice; and to our qualified and efficient staff, who make our service and advocacy goals a reality.



Brooks Patterson

"The BCCSA's ability to move forward with safety resources that are timely and relevant depends on having a solid foundation from which to work."

Brooks Patterson

Our Partner Organizations

British Columbia Construction Association

BC Ready-Mixed Concrete Association

BC Road Builders & Heavy Construction Association

BC Stone, Sand & Gravel Association

Canadian Home Builders' Association of British Columbia

BC Council of Construction Trade Associations

Construction Labour Relations Association of BC

Independent Contractors and Businesses Association

WorkSafeBC



From the Executive Director

As an organization whose first priority is worker safety, our success can be measured by the level and quality of resources we make available to members to help them reduce jobsite accidents and injuries. As you will see in this annual report, there were many accomplishments in this regard in 2013. For example:

We conducted wide-ranging reviews of our COR external auditor and traffic control programs, laying the groundwork for major improvements to take effect in 2014;

We enriched our safety consultation services with the addition of a full-time, in-house safety and injury management advisor;

We established the Endorsed Education program, which offers courses that meet a particular need or industry gap;

We began planning for the addition of two online safety training programs for new or inexperienced workers in the road building and electrical industries; and

We continued to offer our very popular regional contractor breakfasts, all five of which sold out within days of being announced.

Like many other organizations in Canada, we also devoted considerable attention in 2013 to mental health issues in the workplace -- in particular, the impact of bullying and harassment. Although these

concerns are not typically associated with construction safety, they nevertheless have a negative affect on both individual worker health and well-being and the culture of the jobsite as a whole. We all share the responsibility to eradicate this problem, and I am especially pleased with our response.

I invite you to review the highlights of the previous year, which showcase our efforts on behalf of employers, workers, and the construction industry at large. As I look back on our achievements in 2013, I am reminded of how far we have come since our inception in 2010, and I have no doubt that we can look ahead to many more successes in the years to come.

My thanks to the Board of Directors for its leadership and shared vision for safety in our industry, and especially to Chair Brooks Patterson for his guidance and support. I also want to acknowledge the year-round support we receive from our industry partners, including WorkSafeBC, whose construction representatives always find time to provide us with advice and assistance on a range of safety considerations. And, of course, my heartfelt thanks and appreciation to our staff, who share the commitment to building a safe industry for all.


Mike McKenna

From WorkSafeBC



Having grown up in the construction industry, I understand the challenges workers face when it comes to safety, such as working at heights in all types of weather and ever-changing environments. Back when I first started, safety was not top of mind for me or the people I worked with – we just got things done. We were always creative in finding ways to build the buildings no matter how complex the details or situation, looking back at what we built with pride. One thing we never did was look back and think how we completed everything without getting hurt; that only became a sobering thought when we had a close call or one of our buddies got hurt.

Today things are different: Many employers and workers take pride in keeping themselves and their fellow workers safe. The culture is shifting, and this change has occurred over time and continues to evolve. However, statistics tell us that serious injuries continue to occur in the construction industry, particularly when it comes to falls from heights. We all know that, in most cases, we cannot avoid working at heights in construction. What we can do, though, is find ways to minimize the risk by planning safety into our jobs. Having the right tools, equipment, and training in place to do the job safely is essential. We need to continue to find ways to change the thought process around safety by making it part of the plan – not something that is done just because it is a requirement. Safety cannot be an afterthought or a bolt on to the work process. For example, let's ask ourselves the questions in advance: should I use a ladder to do a task or would a work platform work better and make things safer? By planning ahead

there are opportunities to be more efficient; more importantly, there are opportunities to prevent someone from having a serious injury or even save someone's life.

One other change in thought process that has evolved over the last several years is early return to work. If a worker is injured it is important to get that worker back on the job as soon as it is safe to do so. This certainly can be a benefit to both the worker and the employer. Again, this can be accomplished by planning ahead and having a process in place, which includes a list of appropriate modified duties, and also ensuring everyone is aware of the process.

The BC Construction Safety Alliance (BCCSA) is here to help industry continue to move forward when it comes to workplace safety and return-to-work processes. Working in partnership with WorkSafeBC and industry, the association is helping employers and workers look at safety in a different way. The BCCSA provides training, offers assistance to companies, and works on solutions that will continue to raise the bar when it comes to safety. As safety processes continue to evolve, the Association has shown the ability to respond to industry's needs. WorkSafeBC continues to support the BCCSA in its efforts to improve safety in B.C.'s construction industry. By working together we can further improve the safety culture and be proud to say we are making a difference in the lives of construction workers in B.C.

Don Schouten

The Committees on Which We Serve

Asphalt Technical Advisory
Committee

BC Ready-Mixed Concrete Safety
Committee

BC Stone, Sand & Gravel –
Workplace Safety Committee

Bridging the Gap Committee

COR Technical Advisory
Committee

Employers' Forum Claims
Committee

NAOSH Committee

Prime Contractors Technical
Advisory Committee

Roofing Contractors Association
of British Columbia – Risk
Management Committee

Vancouver Regional
Construction Association –
Construction Learning Forum
Committee

BOARD OF DIRECTORS 2013 - 2014

BCCSA's Board of Directors represents the industries that we serve as follows:

BC Construction Association

Brooks Patterson, Chair
PACIFIC BLASTING & DEMOLITION LTD.

Wayne Fettback, Treasurer
WESTERN PACIFIC ENTERPRISES GP

Don McNiven
MCNIVEN MASONRY

Ken Morland
STERLING CRANE LTD.

Michael Pelletier
EMIL ANDERSON GROUP OF COMPANIES

Todd Skelton
INDEPENDENT CONCRETE LTD.

Richard Verbeek
PCL CONSTRUCTORS WESTCOAST INC.

Stan Weismiller, Past Chair
WINVAN PAVING LTD.

BC Ready Mixed Concrete Association

David Beaupré
LAFARGE CANADA INC.

BC Road Builders & Heavy Construction Association

Tom Johnson
JJM CONSTRUCTION LTD.

Joe Wrobel, Vice Chair
JPW ROAD & BRIDGE INC.

BC Stone, Sand & Gravel Association

Andre Balfe
LAFARGE CANADA INC.

Canadian Home Builders' Association

Todd Best
BEST BUILDERS LTD.

Domenico Piluso, Secretary
PILUSO CONSTRUCTION LTD.

Independent Contractors and Business Association

Omar Ladak
BRIGHTER MECHANICAL LTD.

John van Dyk
CANADIAN CUTTING & CORING LTD

Ex-Officio

Don Schouten
INDUSTRY AND LABOUR SERVICES, WORKSAFEBBC



Our Year in Review

Train. Maintain. Sustain.

Member & Industry Services

The mandate of the BC Construction Safety Alliance is to promote a positive safety culture with all construction industry stakeholders in order to (a) ensure the safest and healthiest workplaces possible; and (b) to provide direct services and other assistance designed to help members meet their workplace health and safety responsibilities and goals. As in previous years, our efforts in this regard focused on enhancing the quality and accessibility of programs and services to ensure they were up-to-date and relevant, and introducing new initiatives to meet stated needs. We also laid the groundwork for a number of services set to take effect in 2014.

The 2013 year also saw the Alliance focus on broad-based considerations such as the duration of injuries, the reduction of which has been an ongoing challenge for our industry; and on an issue not normally associated with construction but which can nevertheless have a serious impact: workplace mental health, and in particular the affects of bullying and harassment.

This annual report presents the highlights of our efforts on behalf of members, workers, and the industry-at-large. For full details about our many programs and services, we invite you to visit our website: www.bccsa.ca

Certificate of Recognition (COR)

The flagship of the BCCSA's member services is our COR program, which provides a high quality and effective health and safety management system. Because our goal is to continually increase the number of COR contractors, our ongoing objectives are to ensure that; members are aware of the benefits of the program, including incentive payments from WorkSafeBC; the program is accessible and straightforward; and supports are

available to contractors as they pursue the certification.

Accordingly, during the year we promoted COR via such avenues as our regional contractor breakfast program, articles in various trade journals, and presentations at industry events. We provided direct support to contractors via our regional safety advisor program and in-house safety consultation staff. We also made a number of changes to keep the program up-to-date and



Regional Contractor Breakfast, Kelowna COR recognized companies

relevant. For example, we revised the COR section of our website so that it is clearer, more concise, easier to access and navigate, and includes a list of frequently asked questions about COR. We also maintained regular audit-related correspondence and, in response to suggestions from external auditors, set in motion plans to introduce a quality assurance component to the program with a view to ensuring consistency and accuracy of results. These changes will take effect in 2014.

During the year, 768 companies achieved Health and Safety COR (579 Large COR and 189 Small COR) – an increase of 27 since the end of 2012. A total of 461 companies achieved Injury Management COR (378 Large and 83 Small), for a total of 1229. In all, \$13,954,920 in incentive payments to BCCSA COR companies were awarded.

TRAFFIC CONTROL

Anyone who has driven a vehicle in British Columbia has, at some point, encountered a flag person controlling traffic in and around roadway construction sites. Administering the training of these individuals is the responsibility of BCCSA, which, since 2009, has prepared over 21,666 traffic control persons (TCPs), or “Flaggers” as they are more commonly known, for the high-risk conditions under which they

work. The Standardized Traffic Control Person training program is a comprehensive, 2-day course that consists of classroom and practical training, and is the only standardized program of its kind acceptable to WorkSafeBC under Part 18.6 of the Occupational Health and Safety Regulation addressing high-risk traffic control.

In 2013, we launched a thorough review of the TCP program, including the standardized training portion and delivery. The process included province-wide meetings to obtain feedback and suggestions from instructors, TCPs, industry, the ministry, and WorkSafeBC. The program review and associated changes were particularly timely, given the Ministry of Transportation and Infrastructure’s decision to revise the project for which the Alliance, as a key stakeholder, provided input. Enhancements also included the addition of an instructor gateway to the website to provide easy access to course materials and a means for submitting requests and information. We also began development of enhanced quality assurance and training/mentoring components to be implemented in 2014.



Collaborative effort in revising the Traffic Control Course

In 2013 a total of 6380 new TCPs were trained, while 1161 were re-qualified.

SAFETY CONSULTATION, TRAINING and EDUCATION, and CERTIFICATE PROGRAMS

SAFETY CONSULTATION

Regional Safety Advisors

Since its launch in 2010, the regional safety advisor program has grown from two to five RSA’s serving all regions of the province. These advisors, who are hired for their expert knowledge of construction health and safety regulations, provide on-site practical assistance designed to help contractors meet their health and safety requirements and goals, including

*“I take pride in knowing
the work that I do helps
make the industry
progressive and
ultimately safer.”*

Cheralee Miket
Traffic Control
Program Coordinator

preparing for COR. In 2013, RSAs made 622 in-person consultations. Activities ranged from: delivery of crew talks to GAP safety program analyses, to COR certification guidance and mentorship, to general safety systems advice and support.

Injury Management Advisor

The role of the Injury Management Advisor is to support contractors who wish to develop a new or enhance a current injury management/return-to-work program. Evidence shows that IM/RTW can reduce (and sometimes even eliminate) the duration of lost-time accidents, by returning injured employees to meaningful, productive, and safe work as soon as possible after the injury occurs. Employers win by being able to quickly return to full productivity and thus minimize accident-related costs; workers benefit by returning to full wages earlier and staying connected to the workplace, which can speed recovery. On an individual basis, reducing injury duration can also make a difference within the context of WorkSafeBC's transition to a 100% surcharge/50% discount experience rating system, which will be in effect by 2016. Some contractors could experience increased claims costs unless they take action to reduce duration. Industry wide, a drop in injury duration could translate into lower premiums overall.

In recognition of the value of



Vancouver Island Regional Safety Advisor
 Mary Jo Wilson teaching a class

IM/RTW, we stepped up promotion of current services in this area (e.g., courses, consultations, information materials, knowledge of external resources such as WorkSafeBC's Construction Nurse Line and Road Map for Injury Management) via mail outs, advertising, and speaking engagements. The goal: to encourage contractors to participate and develop a solid IM/RTW program that will benefit them and their workers. We also added capacity with the establishment of a new, full-time staff position to complement the safety consultation component of our member services. The Safety and Injury Management Advisor offers advice and assistance in both OH&S and injury management/return-to-work and is available for site visits, tool-box talks, and other types of consultation.



"My goal... Bringing consistency to the auditing process."

John Cole,
 COR Quality Assurance

Semi-annual industry specific
 "Hard Hat News" newsletter

TRAINING AND EDUCATION

Endorsed Education

In 2013, we moved our safety training and education program another step forward with the addition of the Endorsed Education Program, which offers courses that meet a particular need or urgency, and are researched and approved by BCSSA staff. The program launched with three courses: the *Supervisor's Bootcamp*, which concentrates on the development of safety leadership skills; "Safe and Sound: Bill 14 and Beyond," a response to WorkSafeBC policies requiring all industries to take reasonable steps to prevent or minimize workplace bullying and harassment (defined as significant work-related stressors that can result in compensable claims under Bill 14) developed with the Canadian Mental Health Association; "Safe and Sound" addresses the legislation and its potential impact, including how employers, supervisors and workers are expected to address this important concern; and the *Underground Utility Locator* course, a technical training program for individuals wanting to obtain introductory level training in underground utility locating. The program was developed and supported

by the BCCSA, WorkSafeBC, BC Safety Authority, BC Common Ground Alliance and BC Municipal Safety Association.

Safety Courses

As an important provider of safety training and education for BC's construction industry, we offer a suite of no-cost courses for workers, supervisors, safety specialists, and owners. From the one-day Principles of Injury Management



course to COR Internal Auditor Training, all of our courses provide participants with information and strategies for making sound decisions. In 2013, there was an across-the-board increase in enrollment, with a total of 1409 registrants for the five courses, compared to 1080 in the previous year. We also saw an increase in utilization of our private training option, which allows employers

to offer select courses at a time and place that best suits the participants.

As in previous years, we continued to monitor and enhance our course offerings to ensure relevance, quality, and accessibility. Among other things, this resulted in updates to the Foundation for Health and Safety Excellence course and sponsorship of a half-day professional development workshop for occupational health and safety personnel.

The following courses were offered to owners, managers, supervisors, and workers province-wide:

- Foundations for Health and Safety Excellence
- Principles of Injury Management
- Principles of Health and Safety Management
- Train the Safety Trainer
- COR Internal Auditor Training

Construction Safety Training System (CSTS-09)

For a growing number of construction employers, basic safety knowledge is a hiring priority. The on-line CSTS-09 course, designed for workers who are new to the industry or have never had



In late 2013 we launched our new website, with its fresh new look and design aimed at enhancing user experience in an easy to navigate format.

"Safety is more than preventing and managing accidents, it's about valuing people. The BCCSA embodies that."

Candice Brown
Safety and Injury
Management Advisor



Networking session at 2013 Construction Learning Forum, Whistler BC

formal training, provides just that. Students complete the 15 modules at their own pace, testing their knowledge of the content through interactive question and answer scenarios. CSTS-09 is licensed by BCCSA to various organizations, including school districts, unions, and post-secondary institutions. In 2013, enrollment in this popular course was again up, as 8073 users signed on -- an increase of 1689 from the previous year.

In other web-based training developments, we began planning for the delivery of two new on-line courses set to roll out in 2014: the Electrical Safety Training System (ESTS) and the

Roadbuilders Safety Training System (RSTS). Similar in scope and goals to CSTS-09, these courses will also be geared to new workers or those without formal safety training, and will include self-paced learning and self-evaluation of the content.

Regional Contractor Breakfasts

Since its launch in 2012, this initiative has enjoyed nothing but positive response, with participants noting both the value of the sessions and the importance of bringing direct services to the regions. In 2013, the first full year of the program, over 300 contractors, employees, regional officials, and prevention officers

attended the five sold-out sessions. In a decision associated with ongoing efforts around the issue, the theme for each breakfast was workplace mental health, including the impact of Bill 14. Helping to bring home the message were actors from Vancouver TheatreSports™ League, who staged interactive and often humorous skits to illustrate anti-bullying and harassment requirements.

Regional contractor breakfasts also include recognition of COR contractors in the regions, and visits to local jobsites to raise awareness among construction workers that BCCSA is the primary voice for safety in the province's construction industry.

Workshops and Seminars

Whenever possible, we plan and provide workshops and seminars on topics of particular relevance or importance to the industry. In 2013, these included a presentation on incident investigation that sold out within a week of it being advertised. The half-day session, which featured real-world examples to simulate a team approach, framed incident investigation as an opportunity to evaluate current work processes and practices, with a view to finding improvements that will assist the management of workplace risks.

CERTIFICATE PROGRAMS

Construction Safety Specialist (CSS)

In 2013 we continued to make progress toward our goal of bringing a BC National Construction Safety Officer (BC-NCSO) designation to the province, as we partnered with the Alberta Construction Safety Association (ACSA) to establish an inter-provincial designation that will recognize the NCSO credential in BC and Alberta. This kind of interprovincial cooperation and collaboration is good news for construction safety professionals in both provinces and the industry overall, and we are optimistic for a positive outcome. In the interim, safety professionals continue to have access

to the Construction Safety Specialist (CSS) designation, which recognizes excellence in construction safety management. Participants who earn CSS and have 5 years of construction safety experience may challenge the Gold Seal Construction Safety Coordinator (CSC) exam. Both the NCSO and CSS are part of the reciprocity agreement between all members of the Canadian Federation of Construction Safety Associations.



Technical High Angle Rope Rescue Program (THARRP)

This five-course, train-the-trainer program was established in 1991 by the Greater Vancouver Regional District Fire Chiefs in response to stated needs of the construction industry. BCCSA administers funding to select fire departments to prepare personnel in technical procedures for rescuing workers in distress while working at heights (e.g., tower crane operators). The following are program statistics for 2013:

- 145 instructors, from 33 fire departments, have been trained;
- Instructors trained a total of 36,249 hours and completed 18 industrial rescues; and
- 116 site surveys were conducted.



Safety Training Course held at BCCSA's office

"It has always been a great honour for me to part of the BC Construction Safety Alliance's team. I know we can make each and every day a success story and continue to provide programs and services for the betterment of the industry."

Tammy Oliver
Director of Operations

Liaison and Outreach



The Cone Zone Event at the Cloverdale Rodeo

Helping our members to meet their workplace health and safety requirements and goals would not be possible without liaison and outreach activities designed to keep us current on industry trends and developments that may have an impact on contractors, and promote awareness of our programs and services. As in previous years, we worked to strengthen our connections in this regard, by contributing support and safety expertise to conferences, trade shows, meetings, and the like.

For example, during the spring, we presented "The Life of an Accident" at the Western Conference on Safety

and the Upper Island Safety Conference. The presentation, which described a series of events that followed an accident that occurred on a BC construction site, was very well received, as it highlighted the accident's impact on employees,

the company overall, and the local community.

We also raised our profile within the Work Zone Safety Alliance by partnering with the Mainroad Group to host a go-kart ride for kids at the Cone Zone event at the Cloverdale Rodeo. The circuit included real-life hazards and TCPs to direct traffic,

and the kids received pre-ride training from BCCSA staff on "going slow in the cone zone." In other highlights:

- We took part in a panel discussion on workplace mental health and well being at the CMHC Bottom Line conference, contributing ideas and strategies for the construction industry that can be applied to other settings.
- We continued to support NAOSH week (we are a member of the NAOSH week committee) – a time each year for employers, workers and other partners in health and



BCCSA's Urvi Ramsoondar, Tammy Oliver and Candice Brown accept the CSSE - BC Yukon Achievement Recognition Award from Regional Vice-President, Bryan Lundale at NAOSH Awards Luncheon

*"Safety is as simple as ABC...
 Always be Careful!"*

Anabela Soares
 Office Support Coordinator

*"Working with industry to
 make a flawless workplace
 an achievable goal."*

Mike Stortz, TCP Quality Assurance

safety to promote safety at work, at home, and in the community.

- We were also honored to accept for the second year in a row a Canadian Society of Safety Engineering (CSSE) achievement award in recognition of our ongoing efforts to promote COR and construction safety in general, and the launch of our Endorsed Education program.
- We took part in a national panel discussion on regulatory harmony in the construction industry. Participants included representatives from the Alberta Construction Safety Association and the Canadian Standards Association, industry and unions.
- We attended the Canadian Federation of Construction Safety Associations annual conference, which brings together member associations from across Canada to share information, experiences, and resources.

INDUSTRY PARTNERS

An essential component of our liaison and outreach activities is working with our industry partners. For example, our regional breakfast program would not enjoy the success it does without these organizations, who help with publicizing

and organizing the events. We also contribute our expertise to partner safety related events and endeavors. For instance, in 2013, we became the Safety Stream Partner for the Vancouver Regional Construction Association's annual Construction Learning Forum. In this capacity, we organized, with WorkSafeBC, the safety education component of the Forum.

We also continued to join forces with WorkSafeBC on a variety of other initiatives associated with the promotion of safety in the construction industry. For example, we worked closely with staff to coordinate our efforts to publicize our injury management/return to work resources. We also co-sponsored with WorkSafeBC a special meeting of the Canadian Society of Safety Engineering that focused on construction industry occupational health and safety. Over 200 representatives participated in discussions ranging from site inspections to professional development opportunities, and heard about BCCSA and WorkSafeBC safety resources. And we once again partnered with WorkSafeBC to sponsor the Bridging the Gap



conference, stepping up our involvement with presentations on our programs and services; a seminar on leadership and safety, and a 2-day, preconference TCP training course.

The following are additional highlights of the year:

- As a member of the Aggregate Producers Workplace Safety Committee, we helped finalize and promote the Hazard Awareness Training (HAT) online course for aggregate workers, which will teach participants how to identify and control common workplace hazards.

For the third year in a row, BCCSA contributed CSTS-09 licenses, plus safety vests and hardhats, to the Abbotsford School District's Heavy Equipment Operator day, which is similar to heavy metal rocks. The BC Roadbuilders & Heavy Construction Association are also a sponsor.





“Although training is a key service we provide to the construction industry, I find that the industry is always teaching me new things and no day is exactly like the one before which makes it exciting!”

Urvi Ramsoondar
Assistant Director of Operations

We organized e-blasts to publicize the course and developed creative for the aggregate website.

- We continued to provide guidance to the BC Road Builders & Heavy Construction Association on how to meet current WorkSafeBC requirements for safe exits from heavy equipment cabs in emergencies, and to liaise with WorkSafeBC around viable and cost-effective alternatives.
- We became the official sponsor of the BC Ready Mixed Concrete Association safety awards, presented each year at the BCRMCA annual meeting and convention. The awards are an important means

of recognizing and promoting workplace safety.

- As part of our goal of raising awareness of workplace health and safety among future construction industry workers, we continued to support events such as Heavy Metal Rocks, sponsored by regional association members of the BC Construction Association. We provide CSTS-09 licenses free-of-charge, along with personal protection equipment such as hard hats and vests.
- We co-sponsored, with BCCA-North, a booth at the Northern Resource Forum (NRF). The north is expected to experience tremendous

economic growth over the next several years; participating in the NRF was an important means for spreading the word about BCCSA services to contractors who will be part of that growth.

- We gave a presentation on our programs and services, including the injury management initiative, at the December meeting of the ICBA’s Board of Directors, and we also presented the ICBA’s safety innovation award at their annual general meeting.

COMMITTEES

BCCSA maintains representation on several industry committees whose goals are to share information and strategies for enhancing workplace safety. In fact, a significant portion of our work with regional partners originates at the committee level (e.g., the aggregate industry safety committee, the NAOSH week committee). In a related activity, we continue to play a key role in assisting members of the Roofing Contractors Association of BC Technical Advisory Committee in the development of a template for a COR-focused safety manual. Our participation is an example of our commitment to any construction organization that requires safety related assistance.

Marketing & Communications

The goal of the Marketing and Communications department is to raise awareness of and promote BCCSA services and outreach activities to the membership and industry-at-large.

Among the achievements in 2013 was the launch of our revised website, which features a fresh, new look aimed at enhancing the overall viewing experience and making the site more user friendly. For example, each of our service areas was given its own home-page card with subsections for navigating around the site; we added an area for on-line purchases of various safety products (to be launched in 2014); and, as previously noted, we provided a gateway for TCP instructors. We also updated and/or added information to various sections. For example, in keeping with our emphasis

on helping contractors to meet requirements of Bill 14, the website now includes a comprehensive listing of workplace health and safety related resources.

Jeff Lyth, BCCSA Senior Safety Advisor, delivering a presentation on psychological health on construction projects at the Bridging the Gap Conference



BCCSA trade show booth on display

As in previous years, on-going marketing and communication activities included the following:

- Production of two issues of the Hard Hat News, the annual report, brochures, technical bulletins, and other information materials and resources;
- Articles for a variety of industry publications, including the Journal of Commerce, Construction Business, and WorkSafe Magazine, on such topics as COR, injury management/return to work, safety leadership, and BCCSA programs and services; and
- Organization and promotion of regional events such as the regional contractor breakfasts, seminars, workshops, and information sessions.

"Seeing a change in the safety culture throughout the province is inspiring!"

Lui Garcea
Manager, Marketing & Communications

Financial Reports



Train. Maintain. Sustain.

Independent Auditor's Report

TO THE MEMBERS OF B.C. CONSTRUCTION SAFETY ALLIANCE

Report on the Financial Statements

We have audited the accompanying financial statements of B.C. Construction Safety Alliance, which comprise the statement of financial position as at December 31, 2013 and the statements of operations and changes in net assets and statement of cash flows for the year ended December 31, 2013, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material

misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of B.C. Construction Safety Alliance as at December 31, 2013 and its financial performance and its cash flows for the year ended December 31, 2013 in accordance with Canadian accounting standards for not-for-profit organizations.

Report on Other Legal and Regulatory Requirements

As required by the Society Act (British Columbia), we report that, in our opinion, the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.

Wolrige Mahon LLP

CHARTERED ACCOUNTANTS

April 9, 2014

Vancouver, B.C.

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Operations And Changes In Net Assets

For the year ended December 31, 2013

	2013	2012
	\$	\$
Program Revenue		
Certificate of Recognition (Schedule 2)	1,496,860	1,340,576
Safety Services (Schedule 3)	2,045,081	1,507,698
Traffic Control Program (Schedule 4)	593,165	514,680
High Angle Rope Rescue Program (Schedule 5)	638,210	852,602
Wind-down (Schedule 6)	84,811	79,670
Gross revenues before deferrals	4,858,127	4,295,226
Transfer to deferred contributions	(1,167,401)	(1,079,876)
	3,690,726	3,215,350
Program Expenditures		
Certificate of Recognition (Schedule 2)	1,302,925	1,154,722
Safety Services (Schedule 3)	1,463,192	1,217,784
Traffic Control Program (Schedule 4)	399,734	373,672
High Angle Rope Rescue Program (Schedule 5)	440,064	389,502
Wind-down (Schedule 6)	84,811	79,670
	3,690,726	3,215,350
Other Income		
Interest	49,452	33,771
WorkSafeBC (Note 5)	220,087	37,751
Excess of revenue over expenditures	269,539	71,522
Net assets, beginning	139,285	67,763
Net assets, ending	408,824	139,285

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Financial Position

December 31, 2013

	2013	2012
	\$	\$
Assets		
Current		
Cash	47,410	2,470,279
Short-term investments	2,269,607	1,704,745
Receivables	53,737	70,623
Prepaid expenses	11,106	10,864
	2,381,860	4,256,511
Prepaid deposit	15,918	15,918
Property and equipment (Note 3)	76,968	82,254
	2,474,746	4,354,683
Liabilities		
Current		
Payables and accruals (Note 4)	228,059	361,411
Deferred contributions (Note 5)	1,180,661	1,079,876
Deferred revenue (Note 6)	-	2,127,341
Current portion of lease inducement	14,000	14,000
	1,422,720	3,582,628
Deferred lease inducement	25,200	39,200
Deferred revenue - reserves (Note 7)	618,002	593,570
	2,065,922	4,215,398
Net Assets	408,824	139,285
	2,474,746	4,354,683

Commitments (Note 12)

Approved by Directors:





B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Cash Flows

For the year ended December 31, 2013

	2013	2012
	\$	\$
Cash flows related to operating activities		
Excess of revenue over expenditures	269,539	71,522
Adjustments for items not affecting cash:		
Amortization of property and equipment	47,301	41,163
Amortization of deferred lease inducement	(14,000)	(14,000)
	302,840	98,685
Changes in non-cash working capital:		
Receivables	16,886	28,443
Prepaid expenditures	(242)	7,410
Payables and accruals	(133,352)	113,885
Deferred contributions	100,785	749,165
Deferred revenue	(2,127,341)	2,127,341
Deferred revenue - reserves	24,432	23,820
	(1,815,992)	3,148,749
Cash flows related to investing activities		
Purchase of short-term investments	(564,862)	(746,135)
Purchase of property and equipment	(42,015)	-
	(606,877)	(746,135)
Net increase (decrease) in cash	(2,422,869)	2,402,614
Cash, beginning	2,470,279	67,665
Cash, ending	47,410	2,470,279

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

On June 23, 2010, B.C. Road and Construction Safety Network (“CSN”) and Construction Safety Association of B.C. (“CSABC”) amalgamated to form the B.C. Construction Safety Alliance (“Alliance”). The Alliance is a tax-exempt not-for-profit organization registered under the British Columbia Society Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with The Workers Compensation Board of British Columbia (“WorkSafeBC”) to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

FINANCIAL INSTRUMENTS

Measurement of financial instruments

The Alliance measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenues over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Alliance subsequently measures all of its financial assets and financial liabilities at amortized cost except for short-term investments which are subsequently measured at fair value. Changes in fair value are recognized in excess of revenues over expenditures.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in excess of revenues over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenues over expenditures.

PROPERTY AND EQUIPMENT

Property and equipment are carried at cost less accumulated amortization. Amortization is calculated annually as follows:

- Leasehold improvements5 years straight-line
- Furniture and office equipment.....5 years straight-line
- Computer equipment3 years straight-line
- Software2 years straight-line

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

Note 1 Significant Accounting Policies (continued)

SHORT-TERM INVESTMENTS

Short-term investments are made up of term deposits with a maturity date of one year or less and are recorded at fair value.

REVENUE RECOGNITION

The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted to fund the following programs: Certificate of Recognition Program ("COR"), Safety Services ("SS"), Traffic Control Program ("TCP"), High Angle Rope Rescue Program ("THARRP") and Wind-down. They are recognized as revenue in the year in which the related expenditures for that program are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Deferred contributions includes net surpluses / (deficits) from current year programs. Any surplus funds are either deducted from the following year's funding, returned to WorkSafeBC, or transferred to a reserve fund approved and established by the Alliance's board of directors, provided the reserve fund does not exceed the maximum amount allowed. The maximum amount allowed is three months of the particular program's expenditures.

Deferred revenue includes contributions received for the following year's programs. Deferred revenue - reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods.

CONTRIBUTED SERVICES AND MATERIALS

A number of volunteers contribute a significant amount of their time and services to the Alliance each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Alliance records the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. During the year, the Alliance did not receive any such contributed materials.

ALLOCATION OF EXPENDITURES

The Alliance operates the following programs: COR, SS, TCP, and THARRP. The costs of each program include the costs of personnel and premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates its general support expenditures in proportion to the budget approved by the primary funder, WorkSafeBC.

USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

Note 2 Financial Instruments

Items that meet the definition of a financial instrument include cash, short-term investments, receivables and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk, currency risk, interest rate risk or other price risk arising from these financial instruments. The following is a summary of the significant financial instrument risk:

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Alliance is exposed to credit risk in connection with its receivables. The Alliance provides credit to its clients in the normal course of its operations.

Note 3 Property and Equipment

	Cost \$	Accumulated Amortization \$	2013 Net \$	2012 Net \$
Leasehold improvements	126,550	71,211	55,339	45,900
Furniture and office equipment	64,959	43,330	21,629	26,001
Computer equipment	58,020	58,020	–	10,353
Software	3,549	3,549	–	–
	253,078	176,110	76,968	82,254

Note 4 Payables and Accruals

	2013 \$	2012 \$
Trade payables	228,059	106,130
Government remittances	–	255,281
	228,059	361,411

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

Note 5 Deferred Contributions

	Beginning Balance \$	Current Year Additions/Transfers and (Repayments) \$	Ending Balance \$
Certificate of Recognition	185,854	8,081	193,935
Safety Services	289,914	305,235	595,149
Traffic Control Program	141,008	52,423	193,431
High Angle Rope Rescue Program	463,100	(264,954)	198,146
	1,079,876	100,785	1,180,661

Included in the current year additions / transfers and (repayments) is \$220,087 (2012: \$37,751) relating to prior year's revenues that were originally deferred. WorkSafeBC is now permitting the Alliance to retain them.

Note 6 Deferred Revenue

	Beginning Balance \$	Transfers to 2013 Revenues \$	Ending Balance \$
Certificate of Recognition	694,305	(694,305)	-
Safety Services	841,936	(841,936)	-
Traffic Control Program	272,045	(272,045)	-
High Angle Rope Rescue Program	319,055	(319,055)	-
	2,127,341	(2,127,341)	-

Note 7 Deferred Revenue - Reserves

	Beginning Balance \$	Current Year Net Additions \$	Ending Balance \$
Certificate of Recognition	174,721	20,663	195,384
Safety Services	347,625	-	347,625
Traffic Control Program	71,224	3,769	74,993
	593,570	24,432	618,002

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

Note 8 Other Revenue

Included in other revenue is \$99,616 (2012: NIL) of COR WorkSafeBC revenue and \$16,740 (2012: NIL) of SS WorkSafeBC revenue from the 2012 funding brought into income in 2013, which is when the related expenses were incurred.

Note 9 Allocation of Expenditures

For the year ended December 31, 2013, general support and personnel wages and benefit expenditures have been allocated as follows:

	COR 45% \$	SS 45% \$	TCP 8% \$	THARRP 2% \$	2013 TOTAL 100% \$	2012 TOTAL 100% \$
Salaries	199,937	199,937	35,544	8,885	444,303	396,934
Benefits	31,622	31,622	5,622	1,406	70,272	64,502
Accounting and legal fees	9,265	9,265	1,647	412	20,589	17,400
Board expenditures	12,653	12,653	2,250	562	28,118	10,102
Building and services	3,768	3,768	670	167	8,373	2,691
Communications	8,568	8,568	1,523	382	19,041	18,173
Furniture and equipment	8,634	8,634	1,535	384	19,187	19,438
Office supplies	11,837	11,837	2,104	526	26,304	26,873
Property taxes and insurance	4,643	4,643	825	206	10,317	10,053
Office rent	83,305	83,305	14,810	3,702	185,122	165,056
Technology	28,490	28,490	5,065	1,266	63,311	38,049
Staff development	917	917	163	42	2,039	1,780
Travel	18,555	18,555	3,299	824	41,233	27,804
Amortization	21,285	21,285	3,784	947	47,301	41,163
Total allocation	443,479	443,479	78,841	19,711	985,510	840,018

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2013

Note 10 Related Party Transactions and Balances

During the year, the Alliance incurred leasehold improvement additions of \$34,749 (2012: \$NIL). This transaction was with a board member's company. This transaction is in the normal course of operations and is measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

Note 11 Economic Dependence

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

Note 12 Commitments

Obligations under various rental leases, including base rent and operating costs, are:

	\$
2014	228,068
2015	197,589
2016	149,373
	575,030

Note 13 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR, SS, TCP and THARRP programs for a period of one year from January 1, 2014 to December 31, 2014.

Note 14 Comparative Figures

Certain 2012 comparative figures have been reclassified to conform with the financial statement presentation adopted for 2013.

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 1

For the year ended December 31, 2013

Summary Schedules of Revenues and Expenditures

	2013 \$	2012 \$
Revenue		
WorkSafeBC contributions	4,254,682	3,945,261
Courses	159,175	128,807
Manuals	350	1,178
Replacement cards	3,500	3,823
Other revenue (Note 8)	350,609	130,442
Rental income and recoveries	89,811	85,715
	4,858,127	4,295,226
Expenditures		
Salaries	1,021,364	991,884
Benefits	169,903	137,457
Consultants and contractors	765,175	347,971
Accounting and legal fees	20,590	17,400
Advertising	175,018	131,776
Board expenditures	28,118	10,102
Building and services	8,373	2,691
Communications	48,498	47,068
Conferences and conventions	6,818	5,283
External events and meetings	32,641	12,239
Furniture and equipment	19,187	19,438
Office supplies	26,304	26,872
Program delivery	505,498	779,688
Property taxes and insurance	10,317	10,053
Publications	196,485	198,599
Office rent	269,933	244,726
Technology	63,311	38,049
Staff development	7,300	7,291
Travel	268,592	145,600
Amortization	47,301	41,163
	3,690,726	3,215,350
Excess of revenue over expenditures	1,167,401	1,079,876

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 2

For the year ended December 31, 2013

Certificate of Recognition Program (COR)

	2013 \$	2012 \$
Revenue		
WorkSafeBC contributions	1,388,610	1,295,800
Courses	3,500	36,334
Other revenue (Note 8)	102,500	5,722
Rental income and recoveries	2,250	2,720
	1,496,860	1,340,576
Expenditures		
Salaries	282,161	277,362
Benefits	52,012	29,657
Consultants and contractors	303,865	177,557
Advertising	79,953	62,181
Communications	6,465	8,791
Conferences and conventions	2,550	2,368
External events and meetings	6,334	5,328
Program delivery	8,955	119,676
Publications	30,133	52,697
Staff development	1,806	967
Travel	85,212	40,130
General support and personnel wages (Note 9)	443,479	378,008
	1,302,925	1,154,722
Excess of revenue over expenditures	193,935	185,854

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 3

For the year ended December 31, 2013

Safety Services (SS)

	2013 \$	2012 \$
Revenue		
WorkSafeBC contributions	1,683,872	1,336,950
Courses	155,675	90,373
Manuals	220	660
Other revenue (Note 8)	203,064	76,995
Rental income and recoveries	2,250	2,720
	2,045,081	1,507,698
Expenditures		
Salaries	213,077	240,648
Benefits	32,017	32,685
Consultants and contractors	292,159	92,470
Advertising	70,453	62,038
Communications	11,555	10,586
Conferences and conventions	3,985	2,708
External events and meetings	25,097	6,003
Program delivery	166,323	276,125
Publications	101,695	64,871
Staff development	1,940	3,424
Travel	101,412	48,218
General support and personnel wages (Note 9)	443,479	378,008
	1,463,192	1,217,784
Excess of revenue over expenditures	581,889	289,914

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 4

For the year ended December 31, 2013

Traffic Control Program (TCP)

	2013 \$	2012 \$
Revenue		
WorkSafeBC contributions	544,090	460,050
Courses	–	2,100
Manuals	130	518
Replacement cards	3,500	3,823
Other revenue	45,045	47,705
Rental income and recoveries	400	484
	593,165	514,680
Expenditures		
Salaries	81,823	66,487
Benefits	15,602	10,612
Consultants and contractors	82,758	76,033
Advertising	22,945	6,104
Communications	11,350	9,124
Conferences and conventions	226	165
External events and meetings	1,088	793
Program delivery	21,522	27,950
Publications	62,695	78,847
Staff development	1,516	1,110
Travel	19,368	29,246
General support and personnel wages (Note 9)	78,841	67,201
	399,734	373,672
Excess of revenue over expenditures	193,431	141,008

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 5

For the year ended December 31, 2013

High Angle Rope Rescue Program (THARRP)

	2013 \$	2012 \$
Revenue		
WorkSafeBC contributions	638,110	852,461
Other revenue	–	20
Rental income and recoveries	100	121
	638,210	852,602
Expenditures		
Salaries	–	10,453
Consultants and contractors	86,391	1,910
Advertising	1,667	1,453
Communications	88	394
Conferences and conventions	56	41
External events and meetings	123	116
Program delivery	308,698	355,937
Publications	1,963	2,184
Staff development	–	11
Travel	21,367	202
General support and personnel wages (Note 9)	19,711	16,801
	440,064	389,502
Excess of revenue over expenditures	198,146	463,100

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 6

For the year ended December 31, 2013

Wind-Down

	2013 \$	2012 \$
Revenue		
Rental income and recoveries	84,811	79,670
Expenditures		
Salaries	-	-
Benefits	-	-
Communications	-	-
Office rent	84,811	79,670
Technology	-	-
	84,811	79,670
Excess of revenue over expenditures	-	-

BCCSA Images from 2013



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