



BCCSA



BC Construction Safety Alliance

**ANNUAL
REPORT 2015**

Building On Our Achievements

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 sectors of the industry: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy construction.



Valérie Bell, ASP Construction with Mike Mckenna, BCCSA at Vancouver Contractor Breakfast

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.

As WorkSafeBC's Certificate of Recognition (COR) certifying partner for employers in BC's construction industry, a key focus is assisting contractors to achieve COR. We also offer a range of services and support in the following areas:

- Safety training, education, consultation, and resources;
- Traffic control training and education; and
- Injury management consultation and support

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 engage BC construction employers and help them to build and support a positive safety culture -- the starting point for reducing both the rate and duration of injuries. We have the following core values:

- Safety is everyone's responsibility.
- Injury prevention, management, and education are critical components of our work.
- Acting in ethical, responsible, and transparent ways is critical to creating and maintaining positive industry relationships.
- Collaborative partnerships with WorkSafeBC and other construction industry safety stakeholders are essential.

Message from the Chair



SECURING OUR LEADERSHIP ROLE

The role of a professional association is to represent the interests of its members and ensure the highest possible standards for the business or industry in which they work.

For the BCCSA, our efforts with and on behalf of our contractors are driven by a critical responsibility: protecting the health and safety of the province's construction workers.

This annual report illustrates our proven ability to provide practical and effective prevention services and resources and to respond quickly and effectively to broader safety concerns of the industry-at-large. This is also why, after five years in existence, we are the recognized leader in construction safety in BC. An excellent example of the respect we have earned can be seen in the appointment in 2015 of Brooks Patterson, a former chair of our Board of Directors, to the Board of Directors of WorkSafeBC. For the first time in its history, WorkSafeBC's board has a health and safety position; that a former BCCSA board member was chosen to be the first to fill this seat, was no accident: Our Board is a cohesive unit of contractors who may not agree on every

detail, but are united in their support of delivering the very best for individual contractors and the industry overall.

They are also like-minded when it comes to ensuring we continue to deliver value for our members' investment in safety. To that end, I am pleased to report the Alliance is on solid financial footing for the foreseeable future. Of course, our ability to progress depends on a strong core of capable and talented staff that is also unified in helping us achieve our goals. We have just that, led by Executive Director Mike McKenna, whose input and experience has been essential to our progress.

I have enjoyed my time as Chair of the Board and have welcomed the privilege of serving an organization so dedicated to the cause of safety. My thanks to the Board, our members, and our staff for all they have done to make us first in construction safety.



Domenico Piluso

BCCSA
BC

From the Executive Director

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

Independent Contractors and Businesses Association

WorkSafeBC



A DIFFERENT BUT STILL SUCCESSFUL YEAR

As I look back on 2015, I am reminded of how it was quite a different year for the Alliance. Different, because our focus was not so much on introducing new programs and services but rather building on previous achievements. For example, we finalized significant changes to the traffic control and auditor programs and we devoted significant attention to steering a number of research-based projects closer to completion. Thus, while this annual report illustrates how in many ways we “stayed the course” in 2015, it is important to note that we did so within the context of building on our foundations and moving construction safety in new and exciting directions.

Of course, there were also some new projects, most notably the introduction of the Safety Climate Tool – a resource that helps contractors measure and analyze the impact of employee attitudes and perceptions about workplace safety. We think this tool holds huge promise for the industry.

Over the past five years, I have watched the BCCSA realize tremendous growth in terms of

the level of member services we provide and the extent of our reach when it comes to workplace safety. We have gone from being primarily a service provider to an organization that also plays an influential role in looking at the “whys” of accidents and injuries and assisting the development of associated prevention strategies. As the Chair of our Board of Directors stated in his message, we are the recognized leader in construction safety in BC. I am confident we will continue to build on that role in the coming years.

As always, I want to thank each member of our staff, whose contributions were essential to what was another successful year. We would not be where we are today without their efforts. I also want to express my gratitude to our Board of Directors, led by Chair Domenico Piluso, who were unified in their support of our initiatives and whose commitment to workplace safety and our long-term viability made it possible for us to continue moving forward.


Mike McKenna

From WorkSafeBC



The construction industry means a lot to me and my family. In my youth, I worked as a general labourer on both commercial and residential construction sites. My eldest son now runs a small construction company and his younger brother is one of his key employees. But my familiarity with the industry also means I know all too well the risks associated with construction work. Recently, my next door neighbour suffered an extremely serious back injury after a fall at a construction site. And likely, many of you have a loved one or a friend who was injured on the job.

While the provincial injury rate fell to historical lows in 2015, there are still an alarming number of falls from elevation happening on B.C. construction sites. Sadly, a fall almost always results in a serious injury and, too often, that injury is life-altering and permanent.

The mission of WorkSafeBC and the BC Construction Safety Alliance (BCCSA) is to prevent injuries like these. We work with industry to raise awareness of the risks that exist on worksites and how to address those risks. In 2016 WorkSafeBC's High Risk Strategy will focus on preventing falls from ladders. We want you to always ask yourself – is this ladder the right tool for the job?

We also focus much of our work on improving workplace safety culture. A strong safety culture that is endorsed, supported, and industry-led is key to a high-functioning health and safety program. The number of construction employers who have become COR-certified is evidence that workplace safety culture is changing. These employers are implementing safety management systems that exceed mere regulatory compliance. They have committed to going above and beyond when it comes to health and safety. If you're not already COR certified - we encourage you to contact BCCSA to find out more.

Industry has come a long way over the past several years - and you should be proud of all the great work that has been done. But we still need to put an end to falls from heights. WorkSafeBC and BCCSA are here to help. We can accomplish so much more when we work together, so join us as we make injuries on construction sites a thing of the past.

Dale Walker

Our Committee Activities

- Asphalt Technical Advisory Committee
- BC Ready-Mixed Concrete Safety Committee
- BC Stone, Sand & Gravel – Workplace Safety Committee
- Bridging the Gap Committee
- Construction Learning Forum Committee
- COR Technical Advisory Committee
- Employers' Forum Claims Committee
- NAOSH Committee
- Prime Contractors Technical Advisory Committee
- Roofing Industry Safety Council

BOARD OF DIRECTORS 2015 - 2016

Our Board of Directors (including their industry affiliations):

Chair

Domenico Piluso

*PILUSO CONSTRUCTION LTD.
CANADIAN HOME BUILDERS' ASSOCIATION*

Vice-Chair

David Beaupré

*LAFARGE CANADA INC.
BC STONE, SAND & GRAVEL ASSOCIATION*

Treasurer

Richard Verbeek

*PCL CONSTRUCTORS WESTCOAST INC.
BC CONSTRUCTION ASSOCIATION*

Secretary

Andre Balfe

*LAFARGE CANADA INC.
BC STONE, SAND & GRAVEL ASSOCIATION*

Todd Best

*BEST BUILDERS LTD.
CANADIAN HOME BUILDERS' ASSOCIATION*

Wayne Fettback

*WESTERN PACIFIC ENTERPRISES GP
BC CONSTRUCTION ASSOCIATION*

Cory Klein

*THE KLEIN GROUP
BC CONSTRUCTION ASSOCIATION*

Don McNiven

*MCNIVEN MASONRY
BC CONSTRUCTION ASSOCIATION*

Kevin Moss

*MARINE ROOFING (1996) LTD.
BC CONSTRUCTION ASSOCIATION*

Brooks Patterson

*PACIFIC BLASTING & DEMOLITION LTD.
BC CONSTRUCTION ASSOCIATION*

Todd Skelton

*INDEPENDENT CONCRETE LTD.
BC READY MIXED CONCRETE ASSOCIATION*

Skip Stothert

*GREEN ROADS RECYCLING
BC ROAD BUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

John van Dyk

*CANADIAN CUTTING & CORING LTD
INDEPENDENT CONTRACTORS & BUSINESSES ASSOCIATION*

Stan Weismiller

*WINVAN PAVING LTD.
BC CONSTRUCTION ASSOCIATION*

Past Chair

Joe Wrobel

*JPW ROAD & BRIDGE
BC ROAD BUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

Ex-Officio

Chris Back (interim)

WORKSAFEBC

Dale Walker

WORKSAFEBC



Building On Our Achievements

Member & Industry Services

BUILDING ON OUR ACHIEVEMENTS

Since its inception in 2010, the BC Construction Safety Alliance has continually progressed with respect to the services and support we offer to our members, and our efforts to enhance injury prevention with and on behalf of our colleagues in construction safety. Five years ago, when we were just beginning, much of our focus was on consolidating, amalgamating, and merging programs and services that were previously offered by two provincial safety associations. Today, we are recognized leaders of -- and the "go to" organization for -- construction safety in BC.

We are pleased to present the annual report for 2015 – a year that saw us continue to move forward with a number of changes and new directions initiated in the previous year. If 2014 was about renewal and revision, 2015 was a year of building on our achievements. This annual report presents the highlights; we invite you to visit our website for more details about our efforts to ensure the safest workplaces possible.

The Certificate of Recognition (COR): Making a Difference

In 2015, the University of British Columbia conducted a study that found an association between achieving COR and lower rates of workplace injuries. It was the first such study in the province to provide evidence of the benefits of COR, and its findings reinforced what we have known anecdotally for many years: COR enhances workplace safety because it requires companies to develop safety programs that meet a recognized industry standard.

As WorkSafeBC's COR certifying partner for employers in the construction industry, we are



Construction Leadership Forum
May 8 and 9, 2015

“ *The Certificate of Recognition (COR) is a voluntary incentive program offered by WorkSafeBC. Companies that pass a series of audits are eligible for incentive payments. During 2015, 125 companies achieved OHS COR (67 Large COR and 58 Small COR). In all, \$14,715,886 in incentive payments to BCCSA COR Certified companies were awarded.* ”



COR External Auditor Training

responsible for growing this important program in all regions of the province and for maintaining its overall quality and integrity. In 2015, we continued to meet this mandate via such activities as (a) presentations at industry events, (b) in-house and on-site services for contractors who wish to achieve COR, (c) reviewing and updating COR-related resources, and (d) acting as an ongoing liaison with the COR Technical Advisory Committee.

As the certifying body for internal and external auditors who conduct COR audits, we are also charged with ensuring the overall integrity of the audit process, including individual

auditor performance. In 2015, a central focus in this area was to finalize the requalification and retraining initiative started in the previous year as part of our full review of the External Auditor program. By mid-year, a solid core of 54 qualified professionals was in place.

In response to feedback from previous course participants, we also began revisions to the two-day Internal Auditor course, which will feature videos and other enhancements designed to promote learner engagement, as well as new Terms of Reference. Participants will also be required to complete the Principles of Health and Safety Management (PHSM) online course. As with the External Auditor program, we fully anticipate that enhancements to the internal program will be well received by stakeholders.

The benefits of COR are many, as evidenced by the growing numbers of both individual contractors who are applying for the certification and large purchasers of construction who are adding COR as a requirement for subcontractors wishing to bid on their projects. Among these is BC Hydro, which in 2015 began investigating the merits of COR.



Traffic Control Person (TCP) Workshop

“ *Conducted by UBC’s Partnership for Work, Health and Safety, the COR study found that, on average, the construction and forestry industries experienced 12% and 16% lower long term disability, short term disability, and fatality rates; and 16% to 21% lower serious injury rates, respectively, compared to non-COR companies.* ”



Safety Climate Tool Presentation March 17

BCCSA
 BC Construction Safety Alliance

The Safety Climate Tool (SCT)

Most organizations reach the point of having invested time and effort getting their health and safety management systems right but recognize that a different approach is required if they really want to change the way things are done around here. They recognize they need to engage with their people more effectively and inspire safety leadership in order to improve their safety culture and make improvements in their health and safety performance.

But how do you improve safety culture? After all, safety culture is a combination of the shared values, beliefs and habitual working practices that influence human behaviour and subsequently safety performance. **Where do you begin...?**

The BCCSA is pleased to introduce The Safety Climate Tool to BC!

The Safety Climate Tool is a powerful software-based perception survey consisting of 40 questions which map eight key factors that measure employee's attitudes towards safety within an organization.

The survey can be customized and incorporated into your existing safety management, and be tailored to the language of your organization.

Once the survey is complete, the tool produces a scorecard and a report of the results. The software also generates a list of recommendations, a survey, and provides hints and tips to improve your safety culture.



www.bccsa.ca

BCCSA
 BC Construction Safety Alliance

We want to hear from you!

(Insert company name here) in conjunction with the BC Construction Safety Alliance are implementing a program to help us better understand your thoughts on safety within our organization by utilizing the "Safety Climate Tool".

What is the "Safety Climate Tool" (SCT)?

The Health and Safety Laboratory (HSL) based out of the United Kingdom, developed and revised this SCT to measure the safety culture within a company. What is safety culture? Put another way it's "the way things are done around here". It's a combination of attitudes, beliefs, values, taboos, peer pressure and perceptions that influence how something is actually done where you work, rather than how it should be done. Importantly, the safety culture influences our behavior, and in turn our behavior influences your safety. The survey tool is completely anonymous and the results will be analyzed by the BCCSA. It is impossible for individuals to be identified.

We value your opinion! Your answers will help us better understand where we are at, what we need to do and how we get there.

Each employee will be provided with an access card similar to the one below. It will tell you how to access the survey and what your username and password is. Please note that you can use all web browsers however Safari is not supported at this time.

If you have any questions please do not hesitate to ask your supervisor.



www.bccsa.ca

Safety Climate Tool Information Sheet

The Safety Climate Tool: Measuring Safety

We have always maintained that reducing the rate and duration of injuries begins with a culture of safety where everyone understands safety rules, roles, and expectations and supports, and encourages each other to act in safe ways. With this essential element as the driving force, we added the Safety Climate Tool (SCT) to our slate of contractor resources.

Developed by the Health and Safety Laboratory in the United Kingdom, the SCT is an on-line questionnaire for workers, supervisors and owners. It is comprised of 40 questions that identify attitudes, beliefs, and perceptions about safety. Once completed, the program software summarizes and analyzes the results providing valuable information for employers. The SCT can be customized to fit individual workplace scenarios, and BCCSA Regional Safety Advisors are available to help during all phases of implementation and analysis. As of the end of 2015, more than 2,100 workers completed the survey and dozens of companies had instituted action plans based on the findings.

Traffic Control: Enhancing Road Safety Training

As the sole provider of standardized traffic control instruction in BC, our two-day Traffic Control Person (TCP) course has prepared thousands of flag people to work safely in what is recognized as a high-risk occupation. In 2015, a key focus was on finalizing the

program renewal started in 2014 and designed to take us through this decade and beyond. For example:



We completed revisions to the two-day TCP course and, in preparation for its launch, held instructor training workshops in four regions throughout the province.

We completed the instructor training and certification program and, for the first time in several years, opened the program to new applicants.

We introduced new training materials such as whiteboard tabletop units with mini traffic cones used by instructors to describe various traffic scenarios, and roadside resources like the "Hip Guide" – a 3 x 5 flip book of quick reference safety cards.

TCP Workshop Langley Dec 1-3



Regional Safety Advisor meeting March 2



Vancouver Contractor Breakfast at Trev Deeley Motorcycles June 26

“The Traffic Control Person (TCP) training program is the only standardized program of its kind acceptable to WorkSafeBC under Section 18.6 of the Occupational Health and Safety Regulation for high-risk traffic control. During 2015, a total of 5,685 TCPs were trained, and another 1,010 were requalified, while 33 instructors completed the retraining/certification program.”

Industry Outreach

Pushing the Services Envelope

The BCCSA's primary mandate is to deliver programs and services designed to help contractors create and maintain the safest job sites possible; however, we have also been "pushing the services envelope," so to speak, by collaborating with construction and other organizations on research-based safety projects that address particular industry needs or challenges. In 2015, this involved taking a number of projects that were started in the previous year to the next level. For example:

- The web-based Silica Tool application reached the prototype phase. Developed in conjunction with WorkSafeBC and researchers at the University of BC, the tool will provide employers and workers with real-time exposure control plans that fit particular job scenarios.



Sarina Hanschke, TCP Program, Quality Assurance at Cone Zone May 2015



Safety Climate Tool (SCT) Presentation March 17

- The Concrete Pump Operator Training project identified skill sets and essential elements of a competency certification process that will be the first of its kind in North America. This project is a joint undertaking with the BC Ready Mixed Concrete Association.
- The Road Maintenance project neared completion of the final phase. Led by a task force of representatives from the road building industry, it is the first empirical study to look at what is driving the high rate of accidents in the road maintenance sector.

Funded by and for industry the BCCSA can assist construction employers save money, make money and protect their money by decreasing the financial and human loss associated with workplace injury.

We offer a range of health and safety services & resources:

- ▲ COR (Certificate of Recognition)
- ▲ Regional Safety Advisors
- ▲ Injury Management Consultation
- ▲ Safety Training
- ▲ Regional Information Sessions & Events
- ▲ Traffic Control Program
- ▲ Technical High Angle Rope Rescue Program

To find out how we can help call us or visit us online:

Tel: **604.636.3675**
Toll Free: **1.877.860.3675**
www.bccsa.ca

BCCSA Information Bookmark

- The Direct Access Program, a collaboration with WorkSafeBC and Centric Health, continued to offer expedited treatment and associated return-to-work and stay-at-work plans.

It is important to note that all four of these projects were made possible by BCCSA's research and development fund, which is comprised of fees collected from various training initiatives. This resource allows us to provide direct and substantive funding to solution-based initiatives.

Spreading the Safety Message

Every year, the Alliance raises awareness about construction safety and our associated resources and activities by attending safety conferences, sponsoring workshops and seminars, and assisting construction and other groups and organizations with their safety-related efforts. In 2015, these efforts included the following:

- Sponsorship of regional contractor breakfast (and sometimes lunch!) seminars. These annual events feature a safety topic of relevance and also recognize COR contractors in the regions. In 2015, the theme was *Safety Culture in the Workplace... AND How to finally Measure it* and the introduction of the Safety Climate Tool. All four sessions in Prince George, Vancouver, Kelowna, and Victoria were sell-outs, with over 200 contractors in attendance.

- Serving once again as the Safety Stream partner for the Vancouver Regional Construction Association's annual Construction Leadership Forum.
- Co-sponsoring Heavy Metal Rocks events in Kamloops, Prince George, and Williams Lake; and supporting the Abbotsford School District's Heavy Equipment Operator program.
- Presentations at the Steep Slope Roofing symposium, the Western Conference on Safety, and the Northern Resource Forum.

In addition to the above, we once again co-sponsored, with WorkSafeBC, the annual Bridging the Gap conference, and continued to support and help promote the North American Occupational Safety and Health (NAOSH) week. BCCSA is a member of the planning committee.



Training, Education, and Consultation

Safety Courses: Connecting with Learners

The BCCSA delivers on-line and classroom based safety training for the construction industry throughout the province. As in previous years, we experienced across-the-board increases in enrolment for our Principles of Injury Management, Train the Safety Trainer, COR Auditor Training, and Leadership for Safety Excellence courses, with 1,767

participants overall compared to 1,391 in 2014.

Our on-line offerings also did very well. Two courses introduced in 2014 (the Roadbuilders Safety Training System and the Electrical Safety Training System) recorded healthy second-year attendance numbers, as did The Principles of Health and Safety Management. And the always-popular Construction Safety Training System (CSTS-09) had nearly 8,000 registrations.

As in previous years, we continued to offer a private training option, which allows employers to run selected safety courses at a time and place that best suits participants. And, we continued to offer the Endorsed Education program, which is comprised of BCCSA-vetted training that meets a particular need or urgency.

In response to ongoing high demand for our courses, we enhanced administrative support by adding a new staff person to the training team.



PPE Fashion Show @ NAOSH Launch May 2015



NAOSH Launch May 4th at BCIT

Regional Safety Advisors: Enhancing the Service

The mandate of the RSA service is to provide any contractor, located anywhere in the province, with in-person assistance to help resolve safety related considerations or prepare for the Certificate of Recognition (COR). In 2015, we added more value to this free service by partnering with WorkSafeBC to encourage the use of injury management (IM) services offered by each of the organizations. In response to continuing high demand we also added another RSA to serve the Lower Mainland and beyond.

In 2015, RSAs made 1155 site visits (an increase of 494 over the previous year), including 26 injury management related visits with WorkSafeBC representatives.



Road Maintenance Project meeting facilitated by F.A.S.T. Limited

Meeting the Industry Standard

BCCSA offers two programs: the Technical High Angle Rope Rescue Program (THARRP) and the Construction Safety Specialist (CSS) designation. THARRP (the funding for which is administered by BCCSA) is a five-course, train-the-trainer program offered by select BC fire departments to prepare personnel to rescue individuals who are working at heights (e.g., tower-crane operators). As of December 31, 2015, 10 construction site/worker rescues were carried out, 149 instructors in 34 fire departments received a total of 28,976 training hours, and 140 tower-crane site surveys were conducted.


While the Alliance continued to offer the CSS (which recognizes excellence in construction safety



Steep Slope Roofing Symposium, Victoria BC April 25

“ We are using the RSTS as part of our overall H&S training, including injury management. Our operations cover all aspects of the road building industry and so do the RSTS modules. ”

Jessica McWilliams,
Injury Management Coordinator
and Administrative Assistant to
the Manager, Health & Safety, Emil
Anderson Group of Companies

BCCSA  **Safety Training Courses**

The BC Construction Safety Alliance (BCCSA) offers a variety of Safety Training courses which provide supervisors, workers, owners and safety personnel with the skills necessary to:

- Mitigate site hazards
- Prevent workplace injuries, illness and disease
- Improve safety culture
- Ensure that everyone on the work site takes the steps needed to stay safe and healthy

Companies registered with WorkSafeBC in the following Sectors are eligible to take our training at **NO COST**:

- Construction, All CUs 721xxx, 722xxx, 723xxx
- Primary Resources (Aggregate Producers), CU 704008
- Manufacturing (Ready-Mix Concrete) CU 712033

COR Internal Auditor Training
 This two day course is based on the COR National Audit Document and teaches permanent employees how to evaluate the performance of their company's health and safety program. Participants will learn auditing techniques such as: documentation review, employee interviews, site observations, and writing executive summary reports. Successful completion of this course and the completion of a student assignment results in COR Internal Auditor Certification.

Principles of Health & Safety Management (PHSM)
 This online course provides participants with guidelines and samples to help them prepare their own COR compliant company health and safety manual.

Train the Safety Trainer
 This one day course is designed for anyone that gives a toolbox talk or holds safety meetings. Participants will learn tips on how to engage an adult audience for the purposes of communicating safety information at a site level and will practice presentation development and instruction skills using a 'toolbox/tailgate' talk format.

Leadership for Safety Excellence (LSE)™ Supervisor Training
 This two day course will enable participants to: define supervisory and management roles, complete inspections and conduct safety investigations. Participants will also learn important information about training/communication and hazard assessments.

Principles of Injury Management
 This one day course introduces leading edge practices in injury management that participants can take back to their workplace and use right away. This course will guide them in building proactive and responsive approaches to help injured workers stay at work or return to safe and productive work as soon as possible. This course will also help participants control injury costs and provides them with effective tools for managing compensation and business costs related to injured workers.

www.bccsa.ca

BCCSA Safety Training Courses

management), we are pleased to report that significant progress was made toward obtaining a National Construction Safety Officer (NCSO) credential for British Columbia, which will replace the CSS. The NCSO is expected to be available by the beginning of 2017. The benefits of this credential are many and will include (a) adding to the pool of qualified safety professionals, (b) allowing certificants to work as safety officers anywhere in Canada, and (c) offering an economical option of particular benefit to the many owners with fewer than 20 employees who either cannot afford or do not require higher-level credential holders.



“ We had previously signed up our workers to take the CSTS-09 training so when I saw that the ESTS course was available, I thought it would be perfect for us. ”

Sadiq Umarji,
 Health and Safety Program Manger, Omicron



Steep Slope Roofing Symposium, Victoria BC April 25

Marketing & Communications

As in previous years, the focus of communication and marketing activities was to raise awareness of and promote all that we do with and on behalf of our members and the industry at large. In this regard, radio continued to be a strong element. Following on the success of trial ads in 2014, we dedicated additional resources to utilize radio in all regions of the province. Other marketing and communication activities included the following:

- Production of two issues of the *Hard Hat* newsletter and the Annual Report.
- Supplying editorial and advertising content for industry newspapers and magazines such as *Construction in Vancouver*, the *Journal of Commerce*, and *WorkSafeBC Magazine*.
- Development of promotional/information materials and technical bulletins.



Construction Leadership Forum May 8 & 9, 2015



- Development of resource materials for contractors, course participants, instructors, and auditors.
- Ongoing monitoring and updating of the website, including social media portals.
- Event management for a wide range of member, industry, and staff workshops, conferences, training and orientation sessions, seminars, workshops, and the like.

Day of Mourning April 28

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, 2015, and the statement of operations, statement of changes in fund balances and statement of cash flows for the year then ended, 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 overall 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, 2015, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Report on Other Legal and Regulatory Requirements

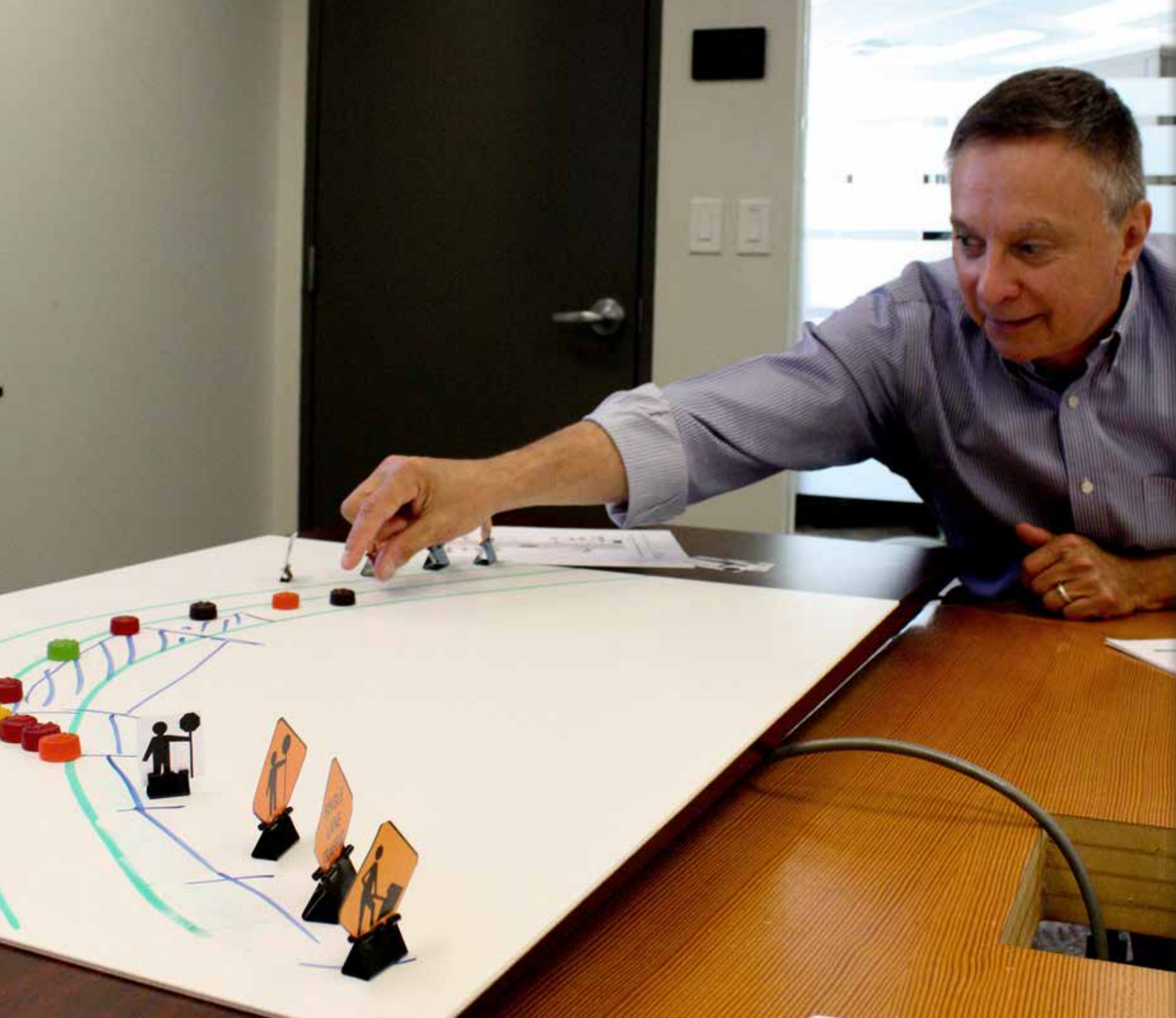
As required by the Society Act (British Columbia), we report that, in our opinion, the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.

Wolrige Mahon LLP

CHARTERED PROFESSIONAL ACCOUNTANTS

April 14, 2016

Vancouver, B.C.



Financial Reports

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Operations And Changes In Net Assets

For the year ended December 31, 2015

	2015 \$	2014 \$
Program Revenue		
Certificate of Recognition (Schedule 2)	1,601,778	1,407,568
Health and Safety Association (Schedule 3)	2,166,021	2,204,936
Traffic Control Program (Schedule 4)	636,820	598,538
High Angle Rope Rescue Program (Schedule 5)	599,983	638,110
Winddown (Schedule 6)	-	35,817
Gross revenues before deferrals	5,004,602	4,884,969
Transfer to deferred contributions	(816,567)	(938,734)
	4,188,035	3,946,235
Program Expenditures		
Certificate of Recognition (Schedule 2)	1,424,731	1,307,432
Health and Safety Association (Schedule 3)	1,742,066	1,606,297
Traffic Control Program (Schedule 4)	576,473	467,696
High Angle Rope Rescue Program (Schedule 5)	444,765	528,993
Winddown (Schedule 6)	-	35,817
	4,188,035	3,946,235
Excess of revenues over expenditures before other items	-	-
Other income and expenditures		
Interest	69,361	52,330
WorkSafeBC (Note 3)	490,903	396,990
Research, Development and Opportunity Fund (Schedule 7)	(433,333)	-
Excess of revenue over expenditures	126,931	449,320

B.C. CONSTRUCTION SAFETY ALLIANCE

STATEMENT OF CHANGES IN FUND BALANCES

For the year ended December 31, 2015

	2015 \$	2014 \$
General fund		
Balance, beginning	858,144	408,824
Transferred to the research, development and opportunity fund	(650,000)	-
Excess of receipts over expenditures	126,931	449,320
Transfer from the research, development and opportunity fund	433,333	-
Balance, ending	768,408	858,144
Research, Development and Opportunity fund		
Balance, beginning	-	-
Transferred from the general fund	650,000	-
Transferred to the general fund	(433,333)	-
Balance, ending	216,667	-
Total funds	985,075	858,144



B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Financial Position

For the year ended December 31, 2015

	2015 \$	2014 \$
Assets		
Current		
Cash	17,089	45,535
Shortterm investments	2,626,739	2,762,049
Receivables	302,941	33,470
Prepaid expenses	42,954	12,252
	2,989,723	2,853,306
Prepaid deposit	18,774	15,918
Property and equipment (Note 2)	319,363	40,197
	3,327,860	2,909,421
Liabilities		
Current		
Payables and accruals	280,891	166,500
Deferred contributions (Note 3)	816,567	938,734
Current portion of lease inducement	15,547	14,000
	1,113,005	1,119,234
Deferred lease inducement	256,444	11,200
Deferred revenue reserves (Note 4)	973,336	920,843
	2,342,785	2,051,277
FUND BALANCES		
General fund	768,408	858,144
Research, Development and Opportunity fund	216,667	-
	985,075	858,144
	3,327,860	2,909,421

Commitments (Note 8)

Approved by Directors:




B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Cash Flows

For the year ended December 31, 2015

	2015	2014
	\$	\$
Cash flows related to operating activities		
Excess of revenue over expenditures	126,931	449,320
Adjustments for items not affecting cash:		
Amortization of property and equipment	104,821	36,771
Amortization of deferred lease inducement	(14,000)	(14,000)
	217,752	472,091
Changes in noncash working capital:		
Receivables	(8,680)	20,267
Prepaid expenses	(30,702)	(1,146)
Prepaid deposit	(2,856)	-
Payables and accruals	114,391	(61,559)
Deferred contributions	(122,167)	(241,927)
Deferred revenue reserves	52,493	302,841
	220,231	490,567
Cash flows related to investing activities		
Purchase of property and equipment	(383,987)	-
Purchase of shortterm investments	(5,473,336)	(4,136,080)
Proceeds on sale of shortterm investments	5,608,646	3,643,638
	(248,677)	(492,442)
Net decrease in cash	(28,446)	(1,875)
Cash, beginning	45,535	47,410
Cash, ending	17,089	45,535

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B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2015

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 (the "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:

SHORT TERM INVESTMENTS

Shortterm investments are made up of term deposits with a term of one year or less.

PROPERTY AND EQUIPMENT

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

Leasehold improvements.....	5 years straightline
Furniture and office equipment.....	5 years straightline
Computer equipment.....	3 years straightline
Software.....	2 years straightline

FUND ACCOUNTING

The Alliance maintains two funds which are segregated for purposes of carrying on specific activities. The General Fund accounts for the Alliance's collaborative WorkSafeBC program deliveries and administrative activities. This fund reports all revenue, including contributions restricted by WorkSafeBC. The Research, Development and Opportunity Fund is an internally restricted fund created by transfers of interest earned and surplus revenues to allow the Alliance to be responsive to emerging safety issues within the construction industry.

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"), Health and Safety Association ("HSA"), 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, repaid to WorkSafeBC, transferred to deferred revenue reserves approved by WorkSafeBC, provided the reserve fund does not exceed the maximum amount allowed, or recognized as other income from WorkSafeBC.

Note 1 Significant Accounting Policies (continued)

REVENUE RECOGNITION (continued)

Deferred revenue reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods. These amounts are transfers from deferred contributions approved by WorkSafeBC.

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, HSA, 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.

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 revenue 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.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the writedown is recognized as an impairment loss in excess of revenue 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 revenue over expenditures.

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 expenditures during the reporting period. Actual results could differ from those estimates.

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2015

Note 2 Property and Equipment

	Cost \$	Accumulated Amortization \$	2015 Net \$	2014 Net \$
Leasehold improvements	354,385	158,218	196,167	30,029
Furniture and office equipment	195,087	88,079	107,008	10,168
Computer equipment	77,071	64,370	12,701	-
Software	10,522	7,035	3,487	-
	637,065	317,702	319,363	40,197

Note 3 Deferred Contributions

	Beginning Balance \$	Repayments \$	Transfers \$	Additions \$	Ending Balance \$
Certificate of Recognition	100,136	(79,289)	(20,847)	177,047	177,047
Health and Safety Association	598,639	(130,436)	(468,203)	423,955	423,955
Traffic Control Program	130,842	(75,761)	(55,081)	60,347	60,347
High Angle Rope Rescue Program	109,117	(109,852)	735	155,218	155,218
Total allocation	938,734	(395,338)	(543,396)	816,567	816,567

Included in the current year transfers is \$490,903 (2014: \$396,990) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC is now permitting the Alliance to retain it. Additionally included in transfers is \$52,493 (2014: \$302,841) moved to the Deferred Revenue Reserves account which is also stipulated by WorkSafeBC.

Note 4 Deferred Revenue Reserves

	Beginning Balance \$	Current Year Net Additions \$	Ending Balance \$
Certificate of Recognition	351,703	36,635	388,338
Health and Safety Association	432,005	7,833	439,838
Traffic Control Program	137,135	8,025	145,160
	920,843	52,493	973,336

NOTES

Note 5 Allocation of Expenditures

For the year ended December 31, 2015, general support and personnel wages and benefit expenditures have been allocated as follows:

	COR 45% \$	HSA 45% \$	TCP 8% \$	THARRP 2% \$	2015 TOTAL 100% \$	2014 TOTAL 100% \$
Salaries	238,191	238,191	42,345	10,586	529,313	475,232
Benefits	38,992	38,992	6,932	1,733	86,649	73,490
Consultants and contractors	3,274	3,274	582	146	7,275	7,670
Advertising	423	423	75	19	939	1,439
Board expenditures	6,532	6,532	1,161	290	14,515	27,638
Building and services	3,422	3,422	608	153	7,605	2,060
Communications	12,064	12,064	2,145	536	26,809	20,320
Conferences and conventions	79	79	13	4	175	1,264
External events and meetings	2,116	2,116	376	94	4,702	2,742
Furniture and equipment	8,117	8,117	1,443	361	18,038	18,262
Office supplies	14,987	14,987	2,664	666	33,305	31,085
Professional fees	8,289	8,289	1,474	368	18,420	24,211
Property taxes and insurance	4,553	4,553	809	202	10,118	10,440
Publications	203	203	36	9	451	308
Rent	92,359	92,359	16,419	4,105	205,242	194,243
Technology	32,500	32,500	5,778	1,444	72,222	57,082
Training	391	391	69	17	868	202
Travel	15,927	15,927	2,832	708	35,394	46,221
Amortization	47,170	47,170	8,386	2,096	104,821	36,771
Total allocation	529,589	529,589	94,147	23,537	1,176,863	1,030,680

Note 6 Financial Instruments

Items that meet the definition of a financial instrument include cash, shortterm 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 7 Economic Dependence

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

Note 8 Commitments

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

	\$
2016	167,458
2017	217,023
2018	217,747
2019	225,716
2020	226,086
Thereafter	210,980
	<u>1,265,010</u>

Note 9 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR, HSA, TCP and THARRP programs for a period of one year from January 1, 2016 to December 31, 2016.

The Alliance will be assuming a new contract in 2016 to address the specific safety requirements of the Restoration Contractors. This offering will be similar in structure and oversight to the COR, HSA, TCP and THARRP contracts currently in place.

SCHEDULE 1

For the year ended December 31, 2015

Summary Schedules of Revenues and Expenditures

	2015 \$	2014 \$
Revenue		
WorkSafeBC contributions	4,493,323	4,321,480
Courses	360,850	328,970
Manuals	1,260	-
Replacement cards	4,325	4,351
Other revenue	144,844	194,351
Rental income and recoveries	-	35,817
Gross revenues before deferrals	5,004,602	4,884,969
Transfer to deferred contributions	(816,567)	(938,734)
	4,188,035	3,946,235
Expenditures		
Salaries	1,199,490	1,215,378
Benefits	194,406	175,633
Consultants and contractors	896,323	769,644
Advertising	170,842	194,116
Board expenditures	14,516	27,638
Building and services	7,605	2,698
Communications	58,854	45,596
Conferences and conventions	7,009	6,237
External events and meetings	84,605	38,529
Furniture and equipment	19,222	21,365
Office supplies	37,521	35,970
Professional fees	20,097	28,908
Property taxes and insurance	10,118	10,441
Program delivery	571,818	635,250
Publications	207,132	145,817
Rent	205,243	230,059
Technology	92,019	71,338
Training	3,692	7,225
Travel	282,702	247,622
Amortization	104,821	36,771
	4,188,035	3,946,235
Excess of revenue over expenditures	-	-

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B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 2

For the year ended December 31, 2015

Certificate of Recognition Program (COR)

	2015 \$	2014 \$
Revenue		
WorkSafeBC contributions	1,553,350	1,406,810
Courses	44,000	–
Manuals	1,260	–
Other revenue	3,168	758
Gross revenues before deferrals	1,601,778	1,407,568
Transfer to deferred contributions	(177,047)	(100,136)
	1,424,731	1,307,432
Expenditures		
Salaries	513,390	558,228
Benefits	88,444	80,013
Consultants and contractors	338,718	244,402
Advertising	76,879	86,947
Board expenditures	6,532	12,437
Building and services	3,422	1,533
Communications	18,963	13,878
Conferences and conventions	3,211	2,972
External events and meetings	23,420	7,751
Furniture and equipment	8,272	8,705
Office supplies	17,294	15,493
Professional fees	8,784	13,021
Property taxes and insurance	4,553	4,698
Program delivery	14,570	6,481
Publications	39,459	37,885
Rent	92,359	87,409
Technology	36,810	30,355
Training	1,614	2,641
Travel	80,867	76,036
Amortization	47,170	16,547
	1,424,731	1,307,432
Excess of revenue over expenditures	–	–

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 3

For the year ended December 31, 2015

Health and Safety Association (HSA)

	2015 \$	2014 \$
Revenue		
WorkSafeBC contributions	1,759,350	1,728,020
Courses	306,950	328,970
Other revenue	99,721	147,946
Gross revenues before deferrals	2,166,021	2,204,936
Transfer to deferred contributions	(423,955)	(598,639)
	1,742,066	1,606,297
Expenditures		
Salaries	469,090	450,543
Benefits	76,933	72,219
Consultants and contractors	408,868	366,841
Advertising	79,184	82,649
Board expenditures	6,532	12,437
Building and services	3,422	959
Communications	26,566	20,198
Conferences and conventions	3,357	2,995
External events and meetings	40,499	27,968
Furniture and equipment	9,112	8,705
Office supplies	15,518	14,594
Professional fees	9,471	11,977
Property taxes and insurance	4,553	4,698
Program delivery	167,117	193,095
Publications	80,111	69,321
Rent	92,359	87,409
Technology	43,668	27,139
Training	1,591	3,110
Travel	156,945	132,893
Amortization	47,170	16,547
	1,742,066	1,606,297
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these financial statements.

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 4

For the year ended December 31, 2015

Traffic Control Program (TCP)	2015 \$	2014 \$
Revenue		
WorkSafeBC contributions	580,640	548,540
Courses	9,900	–
Replacement cards	4,325	4,351
Other revenue	41,955	45,647
Gross revenues before deferrals	636,820	598,538
Transfer to deferred contributions	(60,347)	(130,842)
	576,473	467,696
Expenditures		
Salaries	206,423	197,101
Benefits	27,296	21,931
Consultants and contractors	74,336	42,837
Advertising	12,353	21,305
Board expenditures	1,161	2,211
Building and services	608	165
Communications	12,711	11,024
Conferences and conventions	353	220
External events and meetings	20,484	2,489
Furniture and equipment	1,471	3,589
Office supplies	4,043	5,261
Professional fees	1,474	3,424
Property taxes and insurance	809	835
Program delivery	67,833	68,242
Publications	84,365	37,267
Rent	16,419	15,539
Technology	9,948	12,608
Training	469	1,470
Travel	25,531	17,236
Amortization	8,386	2,942
	576,473	467,696
Excess of revenue over expenditures	–	–

The accompanying notes are an integral part of these financial statements.

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 5

For the year ended December 31, 2015

High Angle Rope Rescue Program (THARRP)

	2015 \$	2014 \$
Revenue		
WorkSafeBC contributions	599,983	638,110
Transfer to deferred contributions	(155,218)	(109,117)
	444,765	528,993
Expenditures		
Salaries	10,588	9,505
Benefits	1,734	1,470
Consultants and contractors	74,400	115,565
Advertising	2,427	3,215
Board expenditures	290	553
Building and services	152	41
Communications	615	496
Conferences and conventions	88	53
External events and meetings	201	320
Furniture and equipment	368	365
Office supplies	666	622
Professional fees	368	484
Property taxes and insurance	202	209
Program delivery	322,298	367,432
Publications	3,197	1,344
Rent	4,105	3,885
Technology	1,593	1,237
Training	17	5
Travel	19,360	21,457
Amortization	2,096	735
	444,765	528,993
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these financial statements.



B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 6

For the year ended December 31, 2015

Wind-Down

	2015	2014
	\$	\$
Revenue		
Rental income and recoveries	-	35,817
Expenditures		
Office rent	-	35,817
Excess of revenue over expenditures	-	-

SCHEDULE 7

For the year ended December 31, 2015

RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND

	2015	2014
	\$	\$
Expenditures		
Consultants and contractors	422,740	-
Advertising	1,062	-
Communications	83	-
External events and meetings	2,410	-
Publications	3,485	-
Travel	3,553	-
	433,333	-
Total expenditures	(433,333)	-

The accompanying notes are an integral part of these financial statements.

BCCSA Images from 2015



2015

Building On Our Achievements

