



British
Columbia
Construction
Association

BUILDERS CODE: BACKGROUNDER

BUILDERS CODE QUOTES:

WestCom Plumbing:

“As a tradeswoman and also a construction employer sponsoring apprentices, I want to thank the Province and the BCCA for taking a leadership role in improving the culture on B.C. worksite. All workers, men or women, deserve the chance to grow and thrive in their chosen profession. For too long, behaviour that isn’t tolerated elsewhere has been tolerated on construction worksites. Thankfully, employers will now have the tools they need to address such issues and will see from top employers who sign the pledge that operating by the Builders Code isn’t just the right thing to do, it also makes good business sense.” - Mary-Anne Bowcott (Plumber & Owner)

CGI Constructors:

“At CGI, we believe that being a leader in construction means you have to be as passionate about what we build as how we build it. We pride ourselves being committed to being a great place to work and are proud to sign the Builders Code Pledge so that employees on our sites know we support them to perform at their best and reach their full potential.” - Anthony Minniti, VP Western Canada

Minerva Foundation of BC:

“As an organization that delivers a range of unique programs to help women develop their leadership capacity and find meaningful work, the Minerva Foundation is a proud partner of the Builders Code. When it comes to changing the face of leadership in any sector, changing the mindset of the current leadership is especially important. We look forward to recognizing employers in BC’s construction industry who lead the way by using the Builders Code and its resources to improve conditions and opportunities for all their employees.” - Tina Strehlke, CEO

WorkSafeBC:

“WorkSafeBC is pleased to support the Builders Code's objective of giving contractors the tools they need to address inappropriate worksite behavior in order to improve worksite safety and reduce the likelihood of workplace incidents across BC. Employers, supervisors and workers all share the responsibility to prevent workplace bullying and harassment.” - Brian Erickson, interim president and CEO, and senior vice-president, Finance and IT, and CFO

Industry Training Authority:

“At ITA, we recognize the benefits of ongoing professional development for everyone in in BC’s skilled trades system, from apprentice to employer. By helping contractors establish and maintain a fair and respectful standard of worksite behavior that will help apprentices thrive, the Builders Code will be play an important role in BC’s construction industry.” - Shelley Gray, Interim Chief Executive Officer

Province of B.C.

“Advancing women in the construction trades is a key way to address the need for skilled workers throughout the province. International Women’s Day celebrates the incredible contribution women make to our strong economy, and we honour the impact of tradeswomen by looking for more ways to ensure their success continues beyond the classroom. Working together, we can build the best B.C.”- Melanie Mark, Minister of Advanced Education, Skills and Training

“All British Columbians deserve the opportunity to share in the benefits of our thriving economy. With a construction industry that’s booming and thousands of tradespeople needed, the Province is proud to support B.C.’s construction employers in making sure everyone on a jobsite knows what’s expected and can work safely and productively.”

- Mitzi Dean, Parliamentary Secretary for Gender Equity

BC CONSTRUCTION STATISTICS:

(Source: [BC Construction Stat Pack Spring 2019](#))

- Construction rank as an employer in B.C.’s goods sector: #1
- Value of proposed construction projects in British Columbia: \$261 billion
- BC construction industry contribution to B.C.’s GDP 8.7%
- Estimated value of current major construction projects underway in B.C.: \$74 billion in addition to the \$40 billion LNG Canada project in the North. (5-year trend: Up 46%)
- Number of construction jobs in BC that will be unfilled due to labour shortages by 2028: 7,900
- Number of construction companies in BC: 25,432 (5-year trend: Up 14%) (92% have less than 20 employees)
- Number of Employees in B.C.’s construction sector: 242,500 (5-year trend: Up 21%)
- Number of credentialed tradespeople: 180,300
- Number of credentialed tradeswomen: 8,474
- Average yearly wage of B.C. construction employees: \$61,202 (\$14.8B cumulative yearly wage) (5-year trend: Up 8%)
- Number of B.C. high school grads that enter construction trades programs within 1 year of graduation: 1 in 45 (5-year trend: Up 21%)

ABOUT BRITISH COLUMBIA CONSTRUCTION ASSOCIATION

The British Columbia Construction Association (BCCA) works with four Regional Construction Associations (NRCA, SICA, VICA and VRCA) to serve more than 10,000 employers in the provinces industrial, commercial, institutional (ICI) construction industry. BCCA’s programs and services include employee benefits (BCCA Employee Benefits), technology tools for bid and project management (BidCentral), and employment programs (Skilled Trades Employment Program (STEP), Integrating Newcomers, LNG Canada Trades Training Fund, LNG Canada Connect). BCCA advocates on behalf of all employers to ensure British Columbia’s construction sector remains productive and resilient.

For more information about BCCA, please visit: <https://www.bccasn.com/>



What is the Builders Code?

The Builders Code is a standard code of conduct for all workers on construction sites in BC. It defines an “Acceptable Worksite” and provides employers with tools, training and resources to improve safety and productivity on the worksite.

Goals:

Improve the retention of tradespeople – particularly tradeswomen - working in B.C.’s construction sector. Achieve a 10x10 goal to have BC’s skilled labour force be 10 per cent women by 2028.

Approach:

Emphasize that worksite behavior isn’t a gender or equality issue, it’s a safety and business success issue. We expand the definition of safety beyond Personal Protective Equipment (PPE) to include behavioural safety and give employers tools to operate construction work sites that are productive and safe for all workers.

What is an Acceptable Worksite?

The Builders Code defines an Acceptable Worksite as one that is safe and productive, where all workers work without the stress or distraction caused by discrimination, bullying, hazing, or harassment. The definition of an “Acceptable Worksite” applies to any field office, worksite or company office where project work is performed.

Why do we need it?

- No B.C. standard: B.C. construction worksites have no baseline or set standard for behavior, with worksite culture and attitudes often varying greatly from one crew or job to the next.
- Worker retention: Although more women, youth, and other equity-seeking groups are entering construction trades than in the past, retention rates remain low. (Anecdotally, the first-year retention rate for women is only 50 per cent. Tradeswomen comprise only 4.7 per cent of B.C.’s construction workforce.)
- Labour shortage: B.C.’s construction sector is facing a significant skilled labour shortage, which could largely be addressed by improving retention rates.
- Safety and productivity: Hazing, bullying and harassment causes stress for workers who experience it directly as well as bystanders who witness it. Stress and distraction play a significant role in worksite safety.
- Employer HR inexperience: Many construction employers are operating without the knowledge, skills or resources they need to effectively manage hazing, harassment and bullying situations on the worksite.

Target audience:

The Builders Code and its resources are aimed primarily at supporting B.C.’s 25,000 construction employers. 92 per cent of those companies have 20 employees or less. The Builders Code resources will provide them with tools to recognize, address and prevent unsafe worksite behavior.

Who developed the Builders Code?

The Builders Code was developed by the BC Construction Association with input from industry partners, contractors, and tradespeople.

Builders Code Resources for employers

- Builders Code website and resources: www.builderscode.ca
- Downloadable “Acceptable Worksite” posters
- Pledge posters employers can sign and post on jobsite
- Model HR policies
- Equity Advisors skilled in managing escalating situations on the worksite
- Training: HR and executive training and training for union business managers, site supervisors and foremen (Coming Soon.)
- Crew training app (Coming Soon)
- Recognition: Employer Scorecards and awards (Coming Soon)
- Worksite behavior ad campaign (Coming in April - Construction Month)

Benefits for employers pledged to the Builders Code

- A reputation for fair and equal treatment that will help to recruit skilled workers and market their business
- Higher employee retention rates resulting in lower training costs.
- Increased productivity through reduced worker stress and distraction
- Access to HR expertise through the Equity Advisors
- Printable materials employers can use to promote company worksite policies and acceptable behavior
- Training for employer executives, management, site supervisors and foremen

Builders Code program partners:

BC Construction Association, Industry Training Association (ITA), WorkSafeBC, BC Construction Safety Alliance (BCCSA), Employee Benefits Trust (EBT), Minerva Foundation of B.C., LNG Canada, Four Regional Construction Associations (NRCA, SICA, VICA, VRCA).

Builders Code Origin:

The BCCA developed the Construction Workforce Equity Project (CWEP) in response to a Call For Response by the Ministry of Advanced Education, Skills and Training for pilot projects to address recommendations in the 2017 Services to Support Tradeswomen: A BC Environmental Scan. As a result of the project work, the Builders Code brand and concept was developed to bring the project resources to market.

How is the Builders Code program being funded?

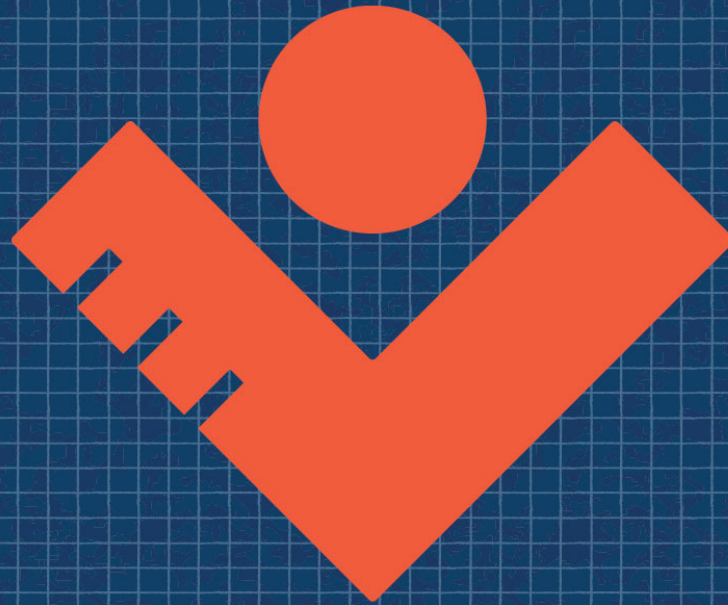
The Builders Code is an initiative of the Construction Workforce Equity Project, co-funded by the BC Ministry of Advanced Education, Skills and Training through the Sector Labour Market Partnership Program with funding contributions from the BCCA, ITA, WorkSafeBC, LNG Canada, EBT, and the BCCSA.

Website:

www.builderscode.ca

Contact:

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Builders Code

OFFICIAL WORKSITE

TOGETHER WE'RE BUILDING A
CONSTRUCTION INDUSTRY THAT WORKS FOR EVERYONE

Canada



*Funding provided by the Government of Canada
through the Canada-British Columbia Job Fund.*



builderscode.ca

ACCEPTABLE WORKSITE PLEDGE

At _____ we are fully committed to building a workforce where all employees are able to perform at their best and reach their full potential.

We believe that everyone has the right to be safe and protected at work, and that the definition of an Acceptable Worksite is a safe Worksite.

Safety hazards are not always physical, and safety protection is not limited to PPE equipment like goggles, gloves, hard hats and steel toes. Unwelcome, demeaning or threatening language and behaviour creates stress and distraction that risks health, safety, and productivity.

We expect all employees to work together without causing harm. We require a workplace that's free from hazing, harassment, and bullying. This is our Acceptable Work Site Pledge.

We know that employing workers with different attributes, backgrounds, experiences, and skills, makes us successful.

We attract the best talent, improve the quality of our work, increase our productivity and supercharge our ability to innovate. These outcomes also benefit the community around us.

Through the following practises we build and maintain our success:

- We hire based on skill and experience and compensate all employees at fair market value regardless of gender, race, religion, or ethnicity.
- We identify and remove barriers to training and career development; creating equitable opportunities for all employees.
- We ensure the health, safety and well-being of everyone on the Work Site by providing a work environment free from harassment, hazing, and bullying.
- We promote education, awareness and training on the Acceptable Work Site behaviour that positively impacts our community, our company, and our employees.
- We pledge to continuously back up our commitment through our actions, without compromise.

Signature: _____

Date: _____



**Builders
Code**

Together we're building a construction industry that works for everyone.

The Builders Code is an initiative of the Construction Workforce Equity Project.

www.builderscode.ca



Builders Code

WE FOLLOW THE BUILDERS CODE FOR ACCEPTABLE WORKSITE BEHAVIOUR.

Behaviour that can create stress and distraction will not be tolerated:

- Hazing, harassment, or bullying
- Offensive or inappropriate comments or gestures
- Display of inappropriate images
- Any unwelcome conduct of a sexual nature
- Assigning roles or duties based irrelevant characteristics
- Name-calling, profanity, or unnecessary yelling
- Giving insulting or condescending orders
- Constantly criticizing, undermining or deliberately obstructing work
- Interfering with belongings and work equipment
- Intentionally and repeatedly excluding a co-worker

If you are experiencing unsafe physical or psychological conditions

- 1** Let the person know and ask them to stop (if it's safe to do so)
- 2** If it's not safe or talking hasn't worked, inform the Site Super or Foreperson

Canada



Funding provided by the Government of Canada through the Canada-British Columbia Job Fund.



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The Builders Code

THE BUILDERS CODE SETS A STANDARD CODE OF CONDUCT FOR WORKERS ON CONSTRUCTION SITES IN BC.

It defines an “Acceptable Worksite” as the starting point for reducing risk and ensuring a safe and productive environment for all workers. The Builders Code is intended to help construction employers communicate a reasonable, consistent behaviour expectation to improve the safety, productivity and retention of skilled tradespeople, and reduce project risk.

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ACCEPTABLE WORK SITE

The Builders Code defines an Acceptable Worksite as one that is safe and productive, where all workers work without the stress or distraction caused by discrimination, bullying, hazing, or harassment. An Acceptable Work Site is free from behaviour that may impair productivity or threaten the stability of work conditions including job performance, health and well-being, safety, productivity, and efficiency of workers.

The “Work Site” is defined as any field or company offices for the project, or other locations used in conjunction with the Project where Work is performed.

RECOGNIZING ACCEPTABLE BEHAVIOUR

The standard of an acceptable work site is measured by the impact of behaviour, not the intent. If a reasonable person, who is aware of the conduct, knows that the behaviour would cause a worker to be humiliated or intimidated, or that the worker would experience the behaviour as inappropriate, discriminatory or exclusive, that means that the behaviour is not acceptable. Acceptable behavior results in workers feeling safe, welcome, and supported as valued members of the crew

BACKGROUND

Construction companies and tradespeople hold themselves to a high standard when it comes to the quality and safety of what they build. At a minimum, they follow a code that ensures all structures are built to be safe, resilient, and efficient. This shared building code is essential in an industry defined by project-based work where many different teams come together to build.

But when it comes to the culture and attitude of a jobsite, to the overall health and well-being of the workforce, the industry is anything but up to today's standards. There is no consistent code of conduct, no baseline acceptability standard for behaviour that ensures safe and productive worksites where everyone can perform to the full extent of their ability. Until such a standard is adopted, the industry will struggle to attract and retain the diverse workforce it needs for success.

Today, the way construction workers treat each other on the jobsite can vary hugely from one crew to the next, from one job to the next, from one day to the next.

The Builders Code is a way to change that.