



Vancouver Regional Construction Association
 Professional Services Division Meeting
 MINUTES

Date: 8:00 – 9:00am, April 13, 2023

Location: Hybrid via Microsoft Teams

Attendee	Company	Div	In person	Virtual
Craig Mitchell - VRCA Professional Services Division Chair	Black Box Modular Solutions	PS		●
Scott Harcus – VRCA Trade Contractors Division Vice Chair	Alexander Holburn Beaudin Lang LLP	PS		●
Kai Fraser – VRCA Trade Contractors Division	Turner & Townsend Inc.	PS		●
Nicholas Acosta Alvarado	Swiss Re Corporate Solutions	PS		●
Amandeep Beesla	Amandeep Beesla Consulting Ltd.	PS		●
Sean Feighery – YCL Professional Services Rep.	Taylor Ryan Executive Search Partners	PS		●
Kevin Chan	Contractor Connect Software Ltd.	PS		●
David Kalashnikov	HDI Global SE Canada	PS		●
Ruairi Spillane	Outpost Recruitment	PS		●
VRCA Staff				
Donna Grant – President	VRCA			●
Erin Wormald - Member Experience Specialist	VRCA			●

Action Items			
Item #	Owner	Action	Timeline
PS230413-1	DG	Webinar – HR Session <ul style="list-style-type: none"> • Highlighting diversity and inclusion in construction • How do we hire in the current market 	
PS230413-2	DG	Education/Webinar – Insurance Products <ul style="list-style-type: none"> • Surety & bonds • Panel discussion 	



Agenda:

1. Introductions
2. VRCA/BCCA/CCA Updates
3. Discussion topics as presented by Chair.

VRCA Update

Presenter	Topic	Updates
DG	Events	<ul style="list-style-type: none"> • All current VRCA Events – SOLD OUT • Construction Leaders Forum 2023 “Tools & Opportunities” – SOLD OUT • Infrastructure BC Spring Brochure Launch – June 1, 2023 • BC Construction Month – many activities to celebrate construction throughout the month. • New Honorary Board of Governors ceremony at Legacy Luncheon
DG	BCCA	<ul style="list-style-type: none"> • BCCA Board meeting next week in Victoria. <ul style="list-style-type: none"> - Meeting with the MLA’s - Prompt Payment is still the biggest push at the Provincial level.
DG	CCA	<ul style="list-style-type: none"> • CCA’s Annual Conference in Tuscan, AZ <ul style="list-style-type: none"> - Seeing movement on Prompt Payment at the Federal level. - Not seeing as much movement as we would like in changes with immigration.

Discussion Topics as Presented by Chair

Topic	Discussion Points	Conclusions (if applicable)	Action Item
1. Labour Shortages	<p>Chair: What are all you seeing?</p> <p>Responses from recruiters:</p> <ul style="list-style-type: none"> • Employers aren’t reacting as much as expected. • Construction professionals are meeting immigration requirements but getting little reaction from employers. • Employers need to participate more in the products the immigration system is delivering. 		PS230413-1



	<p>President: Why do you think it's happening this way?</p> <p>Responses:</p> <ul style="list-style-type: none"> ○ Hiring managers are predominately Caucasian males in their 40s - 50s; perhaps still a preference for hiring people that look like them. ○ Waiting for the perfect candidate, with local experience. ○ We are overvaluing the local experience and forgetting that Canada is falling behind when it comes to IPD and Alliance experience. ○ We are looking to New Zealand for innovation. ○ Canada is a slow adopter of change and innovation. <ul style="list-style-type: none"> ● The consequences are not yet forcing us to deal with underlying issues and change behaviour. ● There is a lack of companies interested in foreign workers at a Professional level and in the Trades. ● There is a stigma on foreign workers from bottom to top. ● It seems the larger contractors are the only ones looking at these people and their capabilities within 3-6 months. They are very trainable. ● Reluctance to take on anyone that doesn't have at least 2-3 years' experience in Canada. ● Companies are poaching primarily PM's & Site Superintendents. ● More broadly implemented employee retention programs could help. ● VRCA could give more praise to the companies doing it well. ● Unsure how companies can survive just hiring local workers alone. ● We need to better retain women. We lost 21% of women in trades last year. 		
<p>2. Builders Lean Act & Prompt Payment Legislation</p>	<ul style="list-style-type: none"> ● VRCA & BCCA are maintaining pressure for legislation. ● Small claims court limits. Supreme court civil rules there are fast-track proceedings which are a more streamlined process in supreme court for claims expected to be under \$100,000. ● Alberta's and Saskatchewan's new legislation (summer 2022) and Manitoba's pending legislation are all adding pressure for change in BC. 		



	<ul style="list-style-type: none"> • Concern exists for whether the adjudication process will work with allegations of deficiencies and/or delays. • Owners are holding up payment by pushing change orders to the end of a contract • For smaller companies the profit exists in the 10% holdback; delays are creating pressure on the industry. • Some of these smaller companies are bankrolling future contracts to keep the work moving. • Communication is a key factor amongst the project team. • Contract payment provisions. <ul style="list-style-type: none"> ○ Contractors are not always aware of the requirements. ○ Invoices don't always follow the format under the standard form contracts. • With prompt payment legislation the hope is standardization for payments throughout the industry. 		
<p>3. Insurance and Bonding requirements</p>	<ul style="list-style-type: none"> • Surety - Noticing some of the Contractors look at surety as a necessary evil. • Lack of awareness of the importance of having surety bonds as security on guarantees that have been offered to perform a contract. • Would like to see more participation from VRCA and the construction industry peers on surety and bonding. 		<p>PS230413-2</p>
<p>4. City Application Timeframes & Project Budgets</p>	<ul style="list-style-type: none"> • VRCA at our regional level is working to form good relationships with each of the cities so we can open dialogue about what our members are experiencing. • Permit delays would be one of the top concerns we are hearing from GCs. • The use of technology and innovation within municipalities in city hall is on the horizon. 	<p>Katy Fairley, BCCA Standard Practices consultant is a great resource for contract issues.</p>	