

## **HIRING PROCESS OVERVIEW – JOHN HART GENERATING STATION PROJECT**

### **PROJECT OVERVIEW**

In February 2014, BC Hydro signed a contract with InPower BC (SNC-Lavalin) for the John Hart project which includes the construction of an innovative, underground powerhouse that will enhance public safety and improve the site's environmental footprint. Construction of the John Hart Generating Station is now underway. The project is expected to be completed by 2018/2019.

### **STAFFING REQUIREMENTS**

Staffing requirements will grow from the summer of 2014 over the lifespan of the five-year construction period and are expected to peak in 2016 with 360 workers on site.

### **HOW INDIVIDUAL HIRING IS BEING HANDLED ON THE PROJECT**

Hiring for the project is being handled by Subcontractors. The Subcontractors for Civil works is a joint venture that is made up of Aecon and SNC-Lavalin (ASL-JV), not all Sub Contractors have been selected. To make the hiring process easy and fair, ASL-JV is working with local, regional and international unions and SNC-Lavalin have signed union agreements with each. These agreements outline how trades will be hired. Hiring will follow a “union hall” model.

#### **Union Agreements are in place to:**

- Simplify the hiring process
- Give unions the responsibility of finding and supplying qualified recruits for the project
- Offer competitive and fair wages across the board
- Provide local workers with local work opportunities on the project
- Provide fair access to work for women, First Nations, and other workers
- Ensure that the contractor is able to hire the best worker for the job

#### **What is the Union Hall or Hiring Hall model?**

This model means the unions have the responsibility of finding and supplying qualified workers for the project. It is commonly used when employers need to find skilled trade recruits on short notice. Unions are responsible for ensuring their members are qualified and responsible before assigning them to a project. One benefit of this model to employers is that the unions do the work of finding qualified, responsible recruits. Workers are to contact the union reps directly to access their hiring hall.

#### **The role of local employment agencies**

Local employment training programs such as those offered by NVIATS and NIEFS. They are engaged on this project and are assisting in directing potential workers to the correct hiring procedure.

### **ANTICIPATED HIRING NEEDS – BY TRADE/AREA**

#### **Summer/Fall 2014 - ongoing**

- Engineering and Management

- Civil trades
- Site clearing
- Surveying
- Environmental monitoring
- Safety crews
- Carpentry

**Fall 2014 - ongoing**

- Civil trades
- Construction-related trades
- Mining and blasting related workers
- Rock hauling and transportation

**Spring 2016 – Spring 2018**

- Electrical trades
- Mechanical trades

**WORKERS: WHAT YOU NEED TO KNOW****How hiring for this project works:**

1. When the contractor needs a worker they put in a request/requisition directly to the union that oversees that trade.
2. The union is responsible for determining/selecting the best skilled person for the job.
  - Local workers (located within 90km) will be given priority
  - The contractor retains a “name call option”: they can request a specific union member
3. The union will dispatch someone directly to the job.

**WORKERS: HOW TO APPLY TO WORK ON THE PROJECT****If you are not part of a union and want to work on the project:**

1. Workers must be a member of a union to work on the project. Contact the union rep for your trade (listed below) and sign up.
2. If you don't see a union representing your trade below, contact the project team at: EMAIL.

## CONTACT INFORMATION

### Participating Unions

Trade	Union	Contact
Boilermaker	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Boilermakers	Jon Forster (778) 369-3590
Bricklayer, Terrazzo	International Union of Bricklayers & Allied Craftworkers	Rob Tuzzi (604) 584-2021
Carpenter	Construction Maintenance and Allied Workers Local 2300	Fred Kuhn (250) 287-2422
Cement Mason, Plasterer	Operative Plasterers' and Cement Masons' International Assoc of the US and Canada	Chris Feller (604) 585-9198
Culinary	Hotel Employees & Restaurant Employees International Union	Jim Pearson (604) 473-4816
Drywall, Glazier, Painter	International Union of Painters & Allied Trades	Dan Jacic (604) 524-8334
Electrician	International Brotherhood of Electrical Workers	Shane Scott (250) 388-7374
Elevator Constructor	International Union of Elevator Constructors	Mike Funk (604) 293-1281
Insulator	International Assoc of Heat and Frost Insulators and Asbestos Workers	Lee Loftus (604) 877-1272
Ironworker	International Assoc of Bridge, Structural, Ornamental and Reinforcing Ironworkers	James Leland (604) 709-3003
Labourer	Labourers International Union of NA Construction and Specialized Workers' Union Local 1611	Chuck Chatten (250) 354-1686
Millwright, Floorlayer	United Brotherhood of Carpenters and Joiners of America	Brian Zdrilic (604) 525-2736
Office & Technical	Canadian Office and Professional Employees Union	Brad Bastien (604) 790-4864
Operator	International Union of Operating Engineers	Curtis Harold (250) 754-4022
Piledriver	The BC Provincial Council of Carpenters	Darrell Hawk (604) 584-2404
Plumber, Pipefitter, Refrigeration	United Assoc of Journeymen & Apprentices of the Plumbing and Pipefitting Industry of the US and Canada	Mark Glazier (604) 526-0441
Quality Control	Quality Control Council of Canada	Rob Kappel (778) 369-3590
Sheetmetal, Roofers	Sheet Metal Workers International Assoc	Mark Curtis (250) 727-3458
Teamster	International Brotherhood of Teamsters	Paul Way (250) 514-7857
Tilesetter	Tilesetters International Union	Rob Tuzzi (604) 584-2021



### **First Nations Workers**

SNC-Lavalin is building relationships with First Nations and has established protocols with individual administrations for connecting workers with opportunities on the sites. If you are a member of a First Nation, contact your band office for more information about possible employment.

Also, the North Vancouver Island Aboriginal Training Society is providing support connecting First Nations workers to project opportunities. See contact information below.

### **Employment Agencies/Partners**

- North Vancouver Island Aboriginal Training Society: 250-286-3455, [www.nviats.com](http://www.nviats.com)
- North Island Employment Foundations Society: 250-286-3441, [info@niefs.net](mailto:info@niefs.net), [www.niefs.net](http://www.niefs.net)
- Campbell River Chamber of Commerce: 250-287-4636, [info@campbellriverchamber.ca](mailto:info@campbellriverchamber.ca), [www.campbellriverchamber.ca](http://www.campbellriverchamber.ca)