

Bâtir

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THE CCQ'S STRATEGIC GUIDELINES FOR THE NEXT FIVE YEARS

"The CCQ does what every good construction company does: it takes the time to look at its current position and to choose where it wants to go," explains Diane Lemieux, the CCQ's president and CEO. "In the construction world in 2015, a strategic plan is not a theoretical exercise, it's mainly a way to make a realistic game plan taking account of resources, the means at hand, and our ambitions."

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Fonds de formation des salariés de l'industrie

THE EMPLOYER CONTRIBUTION IS REDUCED

On March 26, the new *Regulation respecting the training fund for construction industry employees* will come into effect.

Adoption of this regulation will result in a decrease, from \$0.20 to \$0.15 per hour worked, in the employer contribution to the training fund. **This change must be applied for the monthly report period beginning on March 29, 2015.**

If you have any questions, please contact your association.

TESTIMONIAL

A FIRST STEP TOWARDS DIVERSITY AT BOURCIER CONSTRUCTION

Defying prejudices and stereotypes, Charles Bourcier doesn't hesitate to take advantage of the new *Programme pour la formation des femmes en entreprise*.

When Véronica Gagné approached him at the end of her vocational studies in carpentry and joinery, it was the first time Charles Bourcier had heard about the *Programme pour la formation des femmes en entreprise*. At that time, last September, the young boss of Bourcier Construction didn't need workers. A little later, though, when the business had evolved, Charles Bourcier began to think seriously about hiring a new graduate.

"I found the idea interesting right off," he says. "I won't hide the fact that the financial incentive was a factor. But this wasn't just a question of dollars and cents. I'm 33 years old, and I belong to a generation that expects equality in relations between

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MAKING SITE COMPLAINTS

A new form now available

If you suspect that there are irregularities on a site that contravene the laws, regulations, and collective agreements in effect in the industry, let the Commission de la construction du Québec (CCQ) know right away by making a site complaint.

An online form that's simple to fill out

If you want to tell us, for example, about a person working without a competency certificate, a contractor without a licence from the Régie du bâtiment du Québec (RBQ), or an incorrect journeyman/apprentice ratio on a site, you can share this information with us by filling out the new form *Complaint regarding a situation deemed non-compliant on a construction site* (Soon available in English).

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A FIRST STEP TOWARDS DIVERSITY AT BOURCIER CONSTRUCTION

men and women. But I also know that on a worksite, you've got to have a certain degree of physical strength. And since I pay my employees according to a collective agreement, I expect the same productivity from everybody."

Before taking the plunge, Charles Bourcier asked his employees what they thought of recruiting a woman to join the team. Right away, three voices cried out, in unison: "A girl?" After a discussion, Charles Bourcier decided to give Véronica Gagné a chance. He then got in touch with the Commission de la construction du Québec (CCQ), which administers the program funded by the Fonds de formation des salariés de l'industrie de la construction (FFSIC).

"I immediately called the Info-perfectionnement line," he says. "A training advisor returned my call right away, and things quickly fell into place. He verified the admissibility of my business and of my candidate, and then we signed a document registering with the program. All that remained to do was to participate in the program's mandatory training sessions, and to ensure that on-the-job training would be monitored through the Plan de formation des apprentissages."

Equip yourself well

This training session, entitled *Gestion et travail au sein d'équipes mixtes*, is aimed at a representative of the business, a journeyman, or a mentor who will supervise the apprenticeship within the framework of the program, as well as the apprentice herself. It lasts 14 hours, and its goal is to identify the good practices that promote gender diversity within a work team. In particular, it deconstructs the prejudices that hinder hiring women, while exploring ways to help women integrate into work teams and hold on to jobs.

Charles Bourcier chose to sign up all the members of his own team for the training. "At the beginning, they were a bit fearful,"

he reports. But in the end, they found the experience really enriching, because it covered just about all possible situations on the job. It led us to reflect generally on our interpersonal relations. One of my employees even told me that he would be ready to take other training courses like that one."

Bourcier adds that this training session made them aware that some of their behaviors were not quite adapted to a mixed worksite. "Guys often rib each other, and make jokes that are sometimes unsavory," he says. "We realized that our jokes were not necessarily funny, at least not for a woman."

Thus prepared, Charles Bourcier welcomed Véronica Gagné to his team, initially for a one-week trial, as he would for any other worker, just to see if the chemistry was right. It was at the end of September, and the business had three worksites on the go simultaneously, with diverse tasks, and so the contractor was able to measure the competence of his recruit.

"I admit that I was surprised," says Charles Bourcier. "She was equally at ease demolishing, working at heights, or installing exterior cladding. And no corners were cut; everything was done by the book. That's what I appreciate about women; they've got great professional responsibility, and are always trying to prove their worth. I was worried she wouldn't be able to cope physically, since she's really not big. But no, she's just as capable as my guys."

Charles Bourcier has just finished a third semester on the program. He says he is very satisfied with the simplicity of the on-the-job monitoring of apprenticeships, and with the availability of his CCQ training advisor, who can be easily reached. "The follow-up is basically a checklist to be ticked off by Véronica," he explains. "The document is then co-signed by the journeyman who supervises her, and by myself, and then sent to the CCQ. It's not really complicated." ●

THE PROGRAM IN BRIEF

Launched on September 30, 2014, the Programme pour la formation des femmes en entreprise aims to support women who have recently joined the industry in their apprenticeship in a trade or occupation. To this end, it offers to the work team the training and support that will help keep the apprentice employed and facilitate diversity in her apprenticeship.

Limited to the apprenticeship potential offered by the enterprise, and to a timeframe of a maximum of 52 weeks, this program, funded by the Fonds de formation des salariés de l'industrie de la construction (FFSIC), grants the admissible business a financial incentive that may represent as much as 30% of the salary of the woman hired, up to a maximum of \$10,000 per year.

To learn more, call the Info-perfectionnement line at 1 888 902-2222 or visit the website *Fiers et compétents* at www.fiersetcompetents.com.



FIERS FORMATION
DANS L'INDUSTRIE
DE LA CONSTRUCTION
ET COMPÉTENTS.COM

DISCOVER OUR ON-THE-JOB TRAINING PROGRAM FOR WOMEN

AN EXPERIENCE TO BUILD ON

VISIT THE SITE FIERSETCOMPETENTS.COM FOR FURTHER INFORMATION

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THE CCQ'S STRATEGIC GUIDELINES FOR THE NEXT FIVE YEARS

In 2014, the CCQ conducted a process of reflection that involved all of the relevant actors: the employer and union associations as well as workers and employers, along with its staff, namely through surveys. The results are promising for the future of the industry and resonate with the expectations of Québec society."

A new vision

Here is the CCQ's new vision for the years to come:
La CCQ, une présence constructive, un partenaire de confiance.
(The CCQ, a constructive presence, a trusted partner.)

The CCQ will be a constructive presence by:

- supporting compliance in the industry;
- putting forward better adapted norms and practices;
- aiming contributory parity with the industry associations;
- aiming an enriched client experience;
- becoming more effective and focused.

The CCQ will be a trusted partner because it will:

- administrate with rigour the sums entrusted to it by the industry;
- position itself in the vanguard of the construction industry;
- vigorously oppose inappropriate behaviours;

- establish a dialogue with all stakeholders;
- broach difficult issues with courage;
- communicate with transparency and consistency, and speak of the industry's success.

Five priorities for the next five years

Five priorities have been identified in the Strategic Plan. The first three are directly linked to the accomplishment of the CCQ's mission regarding its partners and clientele. The other two, focused more on the organization, support the fulfilment of the plan as a whole.

Priorities 2015-2019:

- Act to increase compliance and improve norms and practices
- Act for contributory parity and sound governance
- Improve the client experience
- Improve performance
- Mobilize employees through commitment

The document Plan stratégique 2015-2019 is available in the "Publications" section of the CCQ's website. You are invited to consult it to learn more. ●

AGREEMENT ON LABOUR BETWEEN THE MOHAWK COUNCIL OF KAHNAWAKE AND THE GOVERNMENT OF QUÉBEC

Last December 4, the National Assembly adopted Bill 21, *An Act respecting mainly the implementation of agreements on labour matters between the Gouvernement du Québec and the Mohawk Council of Kahnawake*. This bill stems from the Agreement on labour between the Mohawk Council of Kahnawake and the Government of Québec, approved by decree on July 24, 2014.

The agreement, which concerns notably the areas that fall under the *Act respecting Labour Relations, Vocational Training and Workforce Management in the Construction Industry*, allows the community of Kahnawake:

- to implement its own work regime which would be similar to that of Québec in terms of guidelines and objectives;
- to create its own labour office with the mandate to ensure interaction with Québec institutions.

The Kahnawake Labour Office will be permitted, among other things:

- to certify Kahnawake's Mohawk labour force for accomplishing works on its territory, including works on the Honoré-Mercier Bridge;
- to shoulder the whole of the inspection responsibilities on the territory covered by the agreement, which includes the community of Kahnawake and the whole of the Honoré-Mercier Bridge.

The Kahnawake Labour Office will recognize the workers' certification issued by the CCQ for accomplishing works on these territories.

Furthermore, the agreement provides that arrangements may be reached between the government and the Mohawk Band Council in sectors covered by:

- the *Act respecting industrial accidents and occupational diseases*;
- the *Building Act*;
- the *Act respecting Occupational Health and Safety*.

A liaison committee will be created to ensure the implementation of the legislation. The composition of this committee will include representatives from:

- the Mohawk Council of Kahnawake;
- the Régie du bâtiment du Québec (RBQ);
- the Commission de la santé et de la sécurité du travail (CSST);
- the Commission de la construction du Québec (CCQ).

Consult the *Agreement on labour between the Mohawk Council of Kahnawake and the Government of Québec* in the "Publications" section of the CCQ's website. ●

STATUTORY HOLIDAY

JOURNÉE NATIONALE DES PATRIOTES

Monday, May 18, is considered a statutory holiday in the construction industry. This means that any work performed on this date will have to be paid at the increased salary rate in compliance with the provisions of the collective agreements for each sector. ●

MÉDIC CONSTRUCTION

The notices of insurability to be mailed shortly

Those who are eligible to pay premiums to benefit from coverage under the construction industry's insurance plan will receive a notice of insurability.

The notices for the insurance period beginning on July 1, and ending on December 31, 2015, will be mailed around May 1, 2015. The deadline to reply to these notices is Monday, June 1, 2015.

Note that in accordance with the *Act respecting prescription drug insurance*, in force in Québec, a person who is eligible to benefit from a private insurance plan is held to subscribing to such a plan, unless the person is covered by another private plan (for example, that of his or her spouse).

Choosing an insurance coverage and paying the premium (if applicable) can be done using the online services of the Commission de la construction du Québec (CCQ), that is until the deadline indicated on the notice.

Disability insurance and credit hours

The construction industry's insurance plan provides for various limitations as regards disability insurance protection and credit hours. Employers or members of the company who are insured under the MÉDIC Construction plan can be subject to the following exclusions.

A person who is insured under the social benefit plans in the construction industry, but who is not covered by the *Employment Insurance Act*, may be eligible to benefit from credit hours if his or her disability is recognized under the Regulation respecting complementary social benefit plans in the construction industry. These credit hours allow the disabled person to continue to accrue hours used to determine his or her insurance coverage. However, this person is not entitled to receive the weekly indemnity paid out by the disability insurance plan during the first 17 weeks.

Likewise, a person who is insured under the social benefit plans in the construction industry, but who is not covered by the *Act respecting industrial accidents and occupational diseases*, could obtain credit hours if his or her disability is recognized under the *Regulation respecting complementary social benefit plans in the construction industry*. However, this person is not entitled to receive disability insurance benefits if his or her disability was caused by an accident (work-related or of another type) or an occupational disease.

It is therefore important that the employers or members of the company carefully study the situation in order to select the disability insurance coverage that best meets their needs. ●

ANNUAL UPDATE OF SALARY RATES, DUES AND CONTRIBUTIONS

Next April 29, that is on the first day of the monthly report for May 2015, the salary rates, dues and contributions will be updated for the four sectors of the industry.

For further information, refer to the collective agreements for the residential and the civil engineering and roadwork sectors, as well as the letter of agreement ratified on August 31, 2014, in the industrial and the institutional and commercial sectors.

If you have any questions, contact your association. ●

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MAKING SITE COMPLAINTS

This form is simple to fill out. You can find it by clicking on the link “Want to make a complaint?” on the website ccq.org. The form will tell you which relevant information to share with us so that we can properly assess the situation reported.

When it receives a site complaint, the CCQ acts!

The CCQ processes all information that it receives from the public carefully and confidentially. To find out more about how site complaints are processed, consult the page “How the CCQ processes site complaints”, also posted in the section “Want to make a complaint?”

Sending information on a situation deemed non-compliant means contributing to increasing compliance on construction sites!

Want to make
a complaint?

HOW TO LET US KNOW ABOUT A SITUATION DEEMED NON-COMPLIANT ON A CONSTRUCTION SITE?

- By filling in the online form
- By calling 514 593-3132 or 1 800 424-3512
- By going to one of our regional offices



Commission
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du Québec

The present document is produced solely for information purposes. Only the *Act respecting labour relations, vocational training and manpower management in the construction industry*, its regulations and the collective agreements in force in the construction industry, have legal value.

The male gender is occasionally used for ease of reading only. In all cases, the text refers equally to men and women.

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Mobile points of service 2015 CALENDAR AVAILABLE ONLINE

The CCQ will continue to travel through the regions of Québec in 2015 to meet industry workers and employers. To find out which towns will be visited, refer to the section “Mobile points of service in isolated areas 2015”, under the “Contact us” tab of the CCQ's website at ccq.org. ●

