

# WE BUILD

SASKATCHEWAN'S CONSTRUCTION MAGAZINE

LOOKING BACK, LOOKING FORWARD

**PROMPT PAYMENT:  
SASKATCHEWAN  
MOVES FORWARD**

**SASKATCHEWAN'S  
SINGLE PROCUREMENT  
SERVICE**

**CONSTRUCTION  
REMAINS CRITICAL  
TO THE ECONOMY**



**SASKATCHEWAN  
CONSTRUCTION  
ASSOCIATION**

HEAVY-DUTY

PRO4 CONTRACTOR

SHIELD PRO

PLUS

RELIABLE PERFORMANCE

3 BUNDLES EQUALS UP TO 210 SQ. FT. WIND LIMITED WARRANTY

TRUE SQUARE

FASTLOCK®

CANADIAN FAMILY OWNED SEALANT

We're not just roofing.  
We're **ROOFING ELEVATED.**



Some of the above features are available only with select IKO products.

Roof Pros know it takes every advantage to be successful. That's why so many choose IKO Cambridge® or Dynasty® shingles. They're loaded with advantages that can help improve your bottom line. They go farther with fewer shingles than most competitors' comparable products thanks to IKO's True Square, which means three bundles equal 100 sq. ft. of coverage. And with a multitude of colours and our complete PRO4 accessory system, IKO has the tools you need to win more sales. So see for yourself why IKO isn't just roofing, it's roofing elevated. To learn more call 1-855-IKO-ROOF (1-855-456-7663) or visit [roofingelevated.com](http://roofingelevated.com).



[roofingelevated.com](http://roofingelevated.com)

Whatever Your Application,  
Budget or Deadline, We're On Top of It.

LOCAL  
EXPERT  
SUPPORT

EXPANSIVE  
PRODUCT  
OFFERING

LOCAL  
INVENTORY  
IMMEDIATELY  
AVAILABLE

With a Carrier® rooftop unit, it's all upside, no downtime.

Carrier makes some of the most popular rooftop units on the market. And no wonder. With an unsurpassed range of options to accommodate any size job or application, the inventory to get you the products you need when you need them with our unparalleled network of over 475 locations and the dependability that Carrier is noted for, we've got you covered every way under the sun. Or roof. Whether it's a replacement or new construction, the place to start is with your Carrier® Commercial Expert.

Consider these time-saving tools on your next rooftop project:



Rooftop  
Selection App



Comprehensive  
Training



Integrated Facility  
Management Control



Rooftop Payback  
Analysis

[carrier.com/commercial](http://carrier.com/commercial)

©Carrier Corporation 2/2016. A unit of United Technologies Corporation. Stock symbol UTX.

Distributed by  
**NU-TREND**  
INDUSTRIES INC

# IN THIS ISSUE of WE BUILD

6 President's Message

## INDUSTRY NEWS

8 Advocacy Update

14 SCA Board of Directors

## FEATURES

16 One window to procure them all

18 A fond farewell: Best wishes for Brenda Braaten

23 Building a sustainable future

24 Construction in the Community

26 Funding and Financing Capital Projects

28 Prompt Payment: What's in the Bill?

29 Artificial Intelligence is a No-Brainer for the Construction Industry

30 Saskatchewan moves toward business fairness

32 Saskatchewan Construction Week 2019

34 Women in Trades and Technology empowers 300 women and girls in 2018

36 Exposure Is Value

## EXPERTS

38 Sprinkler Fitter to be Designated a Compulsory Trade

40 CCA members educate federal politicians during Hill Day

42 2018 SCSA Year in Review

44 Focusing on the bottom line can backfire

45 Fit for Duty: Looking Back and Looking Forward

46 Index to advertisers

*On the Cover:* The Regina Bypass in Saskatchewan, provided by the Merit Contractors Association of Saskatchewan members, Morsky Construction.



**SASKATCHEWAN  
CONSTRUCTION  
ASSOCIATION**

320 Gardiner Park Court

Regina, SK S4V 1R9

P: 306-525-0171

E: sca@scaonline.ca

W: www.scaonline.ca

2018 SCA Board of Directors

**CORY RICHTER, CHAIR**

**MILES DYCK, VICE CHAIR**

**JASON DUKE, PAST CHAIR**

**RYAN LEECH**

**MATT WALKER**

**DEAN COCHRANE**

**CHRIS DOKA**

**NICK WALBAUM**

**NICK FRIESEN**

**SHAUN CRIPPS**

**JUSTIN HOYES**

**MIKE LAWTON**

President & CEO – **MARK COOPER**

Director of Operations – **AMANDA THICK**

Director of Advocacy and  
Communications – **JOHN LAX**

Executive Coordinator – **MEGAN JANE**

Career Coach – **ALIEKA BECKETT**

Administrative Assistant – **NICHOLAS McCAFFERTY**

## We build Saskatchewan.

© 2018 DEL Communications Inc.

All rights reserved. Contents may not be reproduced by any means, in whole or in part, without the prior written permission of the publisher.

While every effort has been made to ensure the accuracy of the information contained in and the reliability of the source, the publisher in no way guarantees nor warrants the information and is not responsible for errors, omissions or statements made by advertisers. Opinions and recommendations made by contributors or advertisers are not necessarily those of the publisher, its directors, officers or employees.

Publications mail agreement #40934510

Return undeliverable

Canadian addresses to:

DEL Communications Inc.

Suite 300, 6 Roslyn Road, Winnipeg, Manitoba R2L 0G5

Email: david@delcommunications.com

PRINTED IN CANADA 1/2019

Companies serious about

# HIGH PERFORMANCE

are serious about

# SAFETY



**SCSA**  
SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION



Constructing  
**Safety**  
Leadership

REGINA | 498 HENDERSON DRIVE | S4N 6E3 | T: 306.525.0175 | F: 306.525.1542 | 1.800.817.2079  
SASKATOON | 2606 KOYL AVENUE | S7L 5X9 | T: 306.652.0907 | F: 306.652.0923

[SCSAONLINE.CA](http://SCSAONLINE.CA)



Try our online safety tool



# Need help building your safety program?

Go to [pillars.worksafesask.ca](http://pillars.worksafesask.ca)

Download  
the new  
Pillars App!



Safety Pillars



**WorkSafe**  
SASKATCHEWAN

Work to live.



# PRESIDENT'S MESSAGE



**Mark Cooper, President & CEO,  
Saskatchewan Construction Association**

This is our first *Looking Forward, Looking Back* issue in three years, and a tremendous amount has happened in just the past year, let alone all three years.

In the last year alone: our industry has continued to be anchored by a sluggish provincial economy that seems resistant to positive consumer and business confidence; we have a new premier; Prompt Payment legislation has been introduced; the government has taken significant steps towards a single procurement window in Saskatchewan; a greenhouse gas reduction plan – of one stripe or another – has inched ever closer; and access to the international markets our provincial economy relies on has been reshaped in countless ways.

It is in the shadow of these countless changes in business landscape that we set out in this issue of *We Build* to

address where our industry has been and where it is headed. While we do not have a crystal ball, we can say with some confidence that technology will continue to transform construction and improve productivity. We look at two specific cases of technology's potential – to search and bid on work with BuildWorks (page 36) – and to manage safety and compliance using Artificial Intelligence (page 29).

But whatever potential technology has, construction will always rely on people with skills to solve problems and lead. This year, Saskatchewan construction said good bye to one of its long-term leaders when Brenda Braaten retired as Executive Director of the Regina Construction Association after a distinguished three-decade long career. We say farewell to our dear friend on page 18.

As industry changes, so too do the risks and management of risks that members must consider when bidding on projects. To this end, KPMG's Kaytlyn Barber discusses project financing (page 26) and we look at the provincial government's new procurement window in a conversation with the Hon. Gord Wyant, Minister responsible for SaskBuilds (page 16).

There is also a look at Prompt Payment legislation, introduced recently in the Saskatchewan legislature, in two different articles. One from the legal perspective (page 28) and another from the advocacy perspective (page 30).

As always, we also present advice and updates from our key industry experts and contributing business partners.

*We Build* is published to inform and enlighten stakeholders about the construction sector, the provincial economy, and our priorities as an industry in the context of progress and challenges. Our hope is that our members and partners are better informed and able to plan their businesses and work because of what we present here each quarter. 🏠





**Rob Cholodnuik**  
Manager, Saskatoon Office  
306.954.1880

**ISL's resourceful local experts deliver engineering solutions that fit.**

With a deep understanding of community need, experts like Rob create a nimble team to tackle the unique requirements of your project.

This integrated service offering gives you the experts you need, when you need them.

Follow us on:   

# GO GREEN WITH THE GREEN STRIPE

400+ Million Pounds of Plastic Recycled Annually by ADS



## StormTech® Retention/Detention

StormTech stormwater chambers are a low impact development infrastructure that could be used for **Saskatoon's Storm Water Credit Program**.

Stormwater retention systems can reduce peak flow during a heavy rain event by holding the water before slowly releasing it to a storm water system. A stormwater detention system may be utilized to retain storm water on site and not release the water into a storm system improving water efficiency and quality.

## FlexStorm® Inlet Filters

FlexStorm is the perfect on-site water quality solution as it filters a wide range of particles and debris with an overflow bypass that allows water to flow freely in the heaviest of storms.

FlexStorm Filters have been tested to 99% Total Suspended Solids removal ok OK-110 US Silica Sand and 97% Total Petroleum Hydrocarbon removal to improve water quality in stormwater systems and to protect water resources.



**MEGA GREEN™  
HDPE Pipe**

ADS HDPE pipe contains  
40% recycled material



1 of the Top 10 Largest  
Recycling  
Companies  
In North America

**Water Quality  
Units**



Please contact Briann Gardiner at  
[briann.gardiner@ads-pipe.com](mailto:briann.gardiner@ads-pipe.com) or 306-580-8054



[www.ads-pipecanada.ca](http://www.ads-pipecanada.ca)



# ADVOCACY UPDATE BREAKTHROUGHS & BREAKDOWNS



*By John Lax, Director of Advocacy and Communications,  
Saskatchewan Construction Association*

In the advocacy world there are often extended periods with no tangible results. That's just the nature of work that requires careful research, consultation, and compromise. But from time to time we see periods marked by rapid succession of major steps forward in several different priorities.

The past quarter has seen one of these bursts of progress in key portfolios, including: prompt payment;

procurement; marijuana legalization; and WCB. Prompt payment progress has been significant enough that it is addressed in a separate article on page 30. Other priorities we're paying attention to include carbon pricing, pipelines, taxes, trade, and the economy. In the pages that follow we will address a few of these issues.

But before doing so, I want to remind our readers that no single step towards

any priority guarantees success. Things can go sideways far more quickly than they come together in the policy world. Consequently, policy development people tend to be cautious; we are shepherds and until all of our flock are returned safely at the end of the day, so to speak, we are ever vigilant as each is always at risk.

## Our Work

The SCA represents the interests of its members and the construction sector through partnerships, relationships and collaboration. Our business is connecting people and securing a positive business environment in Saskatchewan. In pursuit of this goal we work with members, industry associations, investors, governments and government agencies to foster open dialogue and a broad understanding of the complex construction industry by all stakeholders.

To meet these objectives, the SCA is active in direct advocacy, civic engagement, data management, industry committees, and partnerships with various stakeholders within and adjacent to the industry. Our areas of focus are determined by the business and political environment at any given time. Our policy direction is set by our board of directors and tested through the Advisory Council – Saskatchewan's only pan-industry committee with representation from every corner of the non-residential construction sector.



**CONSTRUCTION MANAGER | GENERAL CONTRACTOR**

**CLIENT FOCUSED SERVICE**

- **RENOVATIONS**
- **ACROSS WESTERN CANADA**
- **EXPANSIONS**
- **www.eteraconstruction.ca**
- **TI'S, CRU'S**
- **SK Office: 306.979.2232**
- **BC Office: 250.213.6248**
- **NEW BUILDING**
- **Projects@etera.ca**



## Procurement

The SCA maintains close relationships with SaskBuilds, Priority Saskatchewan, Crowns, ministries and government-industry collaborations like the Saskatchewan Construction Panel (SCP) to provide advice and perspective on procurement issues to the public sector.

Long anticipated changes to provincial procurement were introduced in the November 1, 2018, Throne Speech with Premier Moe announcing the government's move towards a single procurement service, stating:

*My government is moving to a single procurement service for the nearly \$2 billion worth of goods and services procured every year.*

*This is estimated to result in significant savings thanks to increased coordination, while ensuring the best value for taxpayers and fair treatment for Saskatchewan suppliers.*

Greg Lusk of Priority Saskatchewan has been appointed the province's first Chief Procurement Officer. The full change and its impact will take some time to sort out and fully judge.

However, a properly managed clear and consistent procurement process across government ministries and agencies – excluding Crowns – can only be positive for government vendors in terms of administrative and bidding costs.

Another procurement concern is the increasing use of Best and Final Offer (BAFO) provisions in RFPs. BAFO procurement practices have been included in provincial and municipal projects in the past few months. SCA legal partners indicate that BAFO clauses are technically allowable in RFP processes, so contractors may see the provision more often in the future.

The SCA views BAFO clauses as inappropriate given their similarity



The Chitronics team provides customized service and consulting—fostering optimal outcomes for all of their customers. In developing partnerships with top brands in the industry, Chitronics stays ahead in technology innovation and development allowing them to facilitate advancements, therefore, delivering value-added solutions to the end users.

*"PROVIDE INDUSTRY LEADING SUPPORT BY ALIGNING VISIONS AND BUILDING LASTING RELATIONSHIPS WITH THE END USERS"*

**306.424.2871**

417 HWY 48 Montmartre, SK  
office@chitronics.com | www.chitronics.com

Suite 200 - 4561 Parliament Avenue  
Regina, SK Canada S4W 0G3

PHONE: (306) 757-9681  
FAX: (306) 757-9684



A multi-discipline consulting engineering company with over 30 years of experience in the following engineering disciplines:

- ▶ Electrical Automation & Controls
- ▶ Industrial / Process Mechanical
- ▶ Structural
- ▶ Municipal
- ▶ Water & Wastewater Treatment
- ▶ Environmental Assessments
- ▶ Environmental Reporting
- ▶ Hydroelectric & Water Resources

www.ksgroup.com

WINNIPEG

REGINA

MISSISSAUGA

THUNDER BAY

to bid shopping and their lack of any clear benefit to the project or overall procurement process. Anything BAFO can achieve is better managed with improved tendering and better quality of documents.

However, Priority Saskatchewan holds that BAFO is an effective clarification tool for owners.

Preliminary discussions indicate that Priority Saskatchewan expects BAFO

to work and be applied differently than the experiences our members have reported. Investigations will continue and the SCA will update members as details emerge.

The SCA will also continue to flow tender related issues and concerns to Priority Saskatchewan.

**If you or someone you know are concerned that a public tender does not meet the standards of Priority**

**Saskatchewan's Procurement Manual or is unreasonable in some way, please contact the SCA right away.**

Improper tenders can be addressed and corrected, but only before they have closed. Once a tender has closed and any corrective action will only apply to future tenders.

The Priority Saskatchewan procurement manual is available online at: <http://www.saskbuilds.ca/PrioritySK/index1.html>.

## Procurement Day

On December 12, 2018, the SCA and the Saskatoon Construction Association hosted the first ever Saskatchewan Procurement Day. With more than 130 attendees on hand and public and private sector owner panels discussing upcoming projects and plans, the event was widely considered a terrific opportunity to network and plan for future business.

Public sector owners included:

- Scott Eaton – Director of Materials Management, City of Saskatoon;
- Kyle Toffan – President and CEO, SaskBuilds;
- Grant Ring – Vice President, Capital Projects and Procurement, SaskPower; and
- Greg Fowler – Vice President of Finance and Resources, University of Saskatchewan.

Private sector owners included:

- Murray Totland – Director of Planning, Arbutus Properties;
- Brad Zurevinski – General Manager, Dream Developments, Saskatoon;
- Brian Jones – Director of Facilities Design and Development, Federated Co-operatives Limited;
- Josh Dodd – Director of Procurement – Potash, Nutrien.

The lunch panel on the future of the Saskatchewan and Saskatoon economies



**FRIES TALLMAN  
LUMBER**

**1737  
Dewdney Ave.**

Also located in  
**Fort Qu'Appelle  
197 Victoria Ave.  
306.332.2833**





**HOURS: Mon. - Fri.  
7 am - 5 pm  
Sat. 8 am - 2 pm**

## From Foundation to Finishing

*Serving Regina &  
Area Since 1956*

**A Complete Line Of:**

- Lumber
- Plywood
- Building Supplies
- Builder's Hardware
- Roof Trusses
- Interior Doors & Mouldings
- Door Hardware
- Insulation
- Metal Roofing & Sheathing
- Shingles & Rooftop Delivery
- Windows & Doors
- Fence & Decking

FREE ESTIMATES

**306.525.2791**

www.friestallman.com



featured: SREDA President and CEO, Alex Fallon; MNP Business Advisor, Trevor Friesen; Greater Saskatoon Chamber of Commerce President and CEO, Darla Lindjberg; IBAS CEO, Derek Lothian; and Saskatchewan Polytechnic President and CEO, Dr. Larry Rosia. It was enlightening, as one would imagine.



The event also featured the induction ceremony for the first two entrants to the Saskatchewan Construction Hall of Fame - Mr. Fraser Sutherland of Alpine



**Your Logo's Best Friend**  
[www.alliedprinters.com](http://www.alliedprinters.com)



**PRINT**

STATIONERY PACKAGE (BUSINESS CARDS, LETTERHEADS, ENVELOPES)  
 CARBONLESS FORMS (PURCHASE ORDERS, INVOICES)  
 BINDING (PERFECT BINDING, COILING, CERLOX, WIRO)  
 FLYERS  
 LABELS  
 NOTE PADS  
 BROCHURES  
 CALENDARS  
 NEWSLETTERS  
 FLYERS  
 INVITATIONS  
 ANNUAL REPORTS  
 PRESENTATION FOLDERS  
 MANUALS  
 BOOKLETS  
 STICKERS  
 POSTERS/BANNERS  
 HIGH VOLUME DIGITAL PRINT  
 AND MORE!

**PROMOTIONS**

APPAREL  
 HATS  
 MUGS  
 GLASSES  
 FLASH DRIVES  
 PENS  
 SUNGLASSES  
 MAGNETS  
 FLASHLIGHTS  
 KEY CHAINS  
 BAGS  
 BANNERS  
 LANYARDS  
 WATER BOTTLES  
 TROPHIES  
 NAME TAGS/ NAME PLATES  
 ECO FRIENDLY PRODUCTS  
 AND LOTS MORE!

**1775 Park Street, Regina, SK S4N 2G3**  
**306.522.1681    promo@alliedprinters.com**



Interior Systems and Mr. Paul McLellan of Alliance Energy.

Full details will be covered in a feature in our next issue.

### Marijuana Legalization

Recreational marijuana was legalized on October 19, 2018. The public system is still being sorted out with supply shortages across the country.

Many of our members were deeply concerned about the lack of effective testing ability for marijuana impairment – especially as marijuana stays in the system longer than other narcotics. Many of those concerns have been alleviated through education and advice we have been able to provide in the months leading up to marijuana legalization.

The joint SCA and Merit Contractors Association marijuana education sessions offered two courses. The first advised owners and senior managers how to develop and understand effective Fit for Duty policies prior to legalization. The second prepared field supervisors to implement and execute those policies on the front lines.

Feedback was excellent and instructor Marshall Hamilton is willing to host further sessions upon request – for groups, companies or associations.

The key advice is that legalization – even medical directive – does not entitle any employee to be impaired at work. Regardless of context, all employees have an obligation to be fit for duty when reporting to work. Employers not only have a right but a responsibility to prioritize the safety of their job sites.

### WCB

On December 4, 2018 the Government of Saskatchewan announced WCB governance changes including:

The WCB will consist of seven board members:



**HUMBOLDT ELECTRIC LIMITED**

**COMMERCIAL & INDUSTRIAL**  
*Data & Fiber Optic • Design & Build*

---

**SERVING SASKATCHEWAN FOR OVER 50 YEARS.**

---

**102 Gladstone Crescent | Saskatoon, SK S7P 0C7**  
**Tel: 306.665.6551 • Fax: 306.653.4999**  
**[www.humboldtelectric.com](http://www.humboldtelectric.com)**



Pro-Western Mechanical specializes in construction of multifamily complexes, commercial and institutional contracting of complete mechanical systems across western Canada.

Dedicated to providing project owners and general contractors with an experienced mechanical subcontractor while prioritizing project schedules, exceeding expectations and quality workmanship in every facet of our work.

We work with our clients to source and install plumbing, heating, ventilation, air conditioning, refrigeration and gas fitting solutions for new construction and renovations.

We maintain an accelerated, high efficient workflow and construction schedule, resulting in well-organized projects. These qualities assist in projects progressing smoothly with the many sub-trades involved during the project cycle.

**MAIN OFFICE (SASKATOON)**  
3703-10 Mitchelmore Avenue | Saskatoon, SK | S7P 0C5  
P. 306.979.9500 | F. 306.979.5990 | E. [contact@prowestern.ca](mailto:contact@prowestern.ca)  
**[www.prowestern.ca](http://www.prowestern.ca)**

**ALBERTA OFFICE (EDMONTON)**  
611-69th Avenue NW | Edmonton, AB | T6P 0C2  
P. 780.478.8002 | F. 780.449.5656  
E. [contact@prowestern.ca](mailto:contact@prowestern.ca)

- One full-time chairperson;
- Two full-time members (one representing workers and one representing employers); and
- Four part-time members (two representing workers and two representing employers).

A move towards an employer advocate is also moving forward with limited details available at time of writing.

These changes are a move in the direction that the SCA and its partners have been advocating for over the past two years, since the 2016 Committee of Review.

### Carbon Pricing

The province has released its own carbon reduction plan in lieu of federal carbon pricing and the federal government has indicated it is insufficient. If no resolution can be met, the federal backstop carbon pricing plan will take effect on January 1, 2019. Court action is likely but an injunction on the pricing structure may or may not happen.

The SCA is working with other groups, including the Saskatchewan Chamber of Commerce to assess and address the issue in relation to Saskatchewan's carbon intensive economy.

### Pipelines

Alberta Premier Rachel Notley's recent mandated cut in production spiked Canadian oil stocks and optimism. Her plan to move oil by increased rail capacity has not generated as much excitement.

Pipeline progress is still at a standstill. After buying the Kinder Morgan Trans Mountain pipeline only to be shut down by a federal court, the federal government is in an untenable political position. And at this point, it is a political problem.

The Trudeau government can either seek to reignite the project through

court, further consultation or by invoking the notwithstanding clause in the Canadian Constitution. The first two options will take well into next year, likely longer. The latter alienates key Liberal constituencies with no political upside – the Alberta and Saskatchewan conservative corridor is unlikely to support Trudeau whether he delivers a pipeline or not. In this regard, whether the Liberals win or lose the

next election, pipelines will likely get underway soon afterwards.

### Conclusion

These are some of the key portfolios the SCA is addressing today. There are others and new priorities will come into view between now and our next issue. In the meantime, anyone with questions is encouraged to contact John Lax at the SCA at 306 -531-2418 or johnl@scaonline.ca.

**Smart. Choice.**

Geogrids & Geotextiles

Stormwater Chambers

Fiber Reinforced Asphalt Concrete

Hydromulch & Soil Amendments

Roads & Rail  
Containment  
MSE Walls & Slopes  
Water Management  
Erosion & Sediment Control

**NILEX**  
CIVIL ENVIRONMENTAL GROUP  
306.491.4907  
nilex.com

# 2018 BOARD OF DIRECTORS



**CORY RICHTER**  
*Chair*



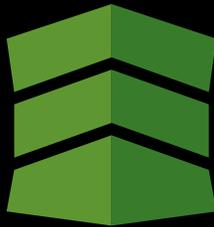
**MILES DYCK**  
*Vice Chair*



**JASON DUKE**  
*Past Chair*



**MATT WALKER**



**SASKATCHEWAN  
CONSTRUCTION  
ASSOCIATION**



**CHRIS DOKA**



**RYAN LEECH**



**NICHOLAS WALBAUM**



**MIKE LAWTON**



**NICK FRIESEN**



**DEAN COCHRANE**



**SHAUN CRIPPS**



**JUSTIN HOYES**

# ADVANTAGE

CONSTRUCTION SAVINGS PROGRAM

WE BUILD ADVANTAGE.

MEMBERS-ONLY BENEFITS TAILORED  
EXCLUSIVELY FOR SASKATCHEWAN'S  
CONSTRUCTION INDUSTRY.

WE BUILD ADVANTAGE.

[www.webuildadvantage.ca](http://www.webuildadvantage.ca)  
(306) 525-0171

OUR PARTNERS

wellp•int

ROBERTSON  
STROMBERG



**MERIT** ✓  
CONTRACTORS ASSOCIATION  
SASKATCHEWAN  
OPEN SHOP BENEFITS

# ONE WINDOW TO PROCURE THEM ALL

By Cindy Chan, DEL Staff Writer



Procurement is a huge priority in Saskatchewan – and the province is working toward making the process better and more efficient for everyone.

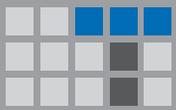
It's not exactly downsizing. The Government of Saskatchewan is

currently making the move from having multiple procurement functions in every ministry in the province to having a single procurement window.

Priority Saskatchewan, a branch of SaskBuilds, created the Procurement

Action Plan, which included 13 actions that will improve government and Crown sector procurement. One of those key actions was best value procurement in executive government and Crown procurement, according to Honourable Gordon Wyant, who is the Minister of Education, Minister responsible for SaskBuilds and Priority Saskatchewan, and the Deputy Premier.

**The Government of Saskatchewan is currently making the move from having multiple procurement functions in every ministry in the province to having a single procurement window.**



**Technical Safety Authority of Saskatchewan**

[www.tsask.ca](http://www.tsask.ca)

**Regulatory Safety Services:**  
 Boiler and Pressure Vessels  
 Elevators and Amusement Rides  
 Power Engineers and Pressure Welders

Certification - Licensing - Inspections

*Inspiring and Shaping Excellence in Public Safety*



**Absolute FIRE PROTECTION**

Dwayne Henry  
 306-380-8383  
 hank11@sasktel.net

Sprinkler Systems | Inspections | Service & Installations



**Proud to support the Saskatchewan Construction Industry**



106 Circle Drive West, Saskatoon, SK S7L 4L6  
 (306) 242-8881 [www.travelodgesaskatoon.ca](http://www.travelodgesaskatoon.ca)

“A few years ago, when I was first the Minister of SaskBuilds and Priority Saskatchewan, we embarked on a procurement transformation plan – within the parameters of our trade agreements – to make sure that Saskatchewan companies were benefiting from executive government and Crown procurement to the fullest extent.”

Wyant says they aimed to create a single window in which all procurement would go through to develop consistency in processes and procedures.

“By doing so, we’re providing a better opportunity for Saskatchewan businesses to participate in government procurement. What we’re doing now is working on the process of integrating all of our executive government procurement into one place at Priority Saskatchewan,” Wyant says. “We hope to have it all fully operational by the beginning of April 2019.”

According to Wyant, bringing procurement specialists into one place is expected to save the executive government a significant amount of money, create lots of efficiencies, and give Saskatchewan companies a better opportunity to compete on projects.

“There are two reasons why we’re moving to single-window procurement,” Wyant says. “First, we want to make sure Saskatchewan companies can benefit to the greatest extent possible. Second, we think we can save the provincial government significant amounts of money. Instead of one ministry hearing the same thing as another ministry, it’ll be procured together.”

So far, the transition has been well-received, but Wyant says one of the biggest challenges they’ve faced was bringing people together.

## The aim is to create a single window in which all procurement would go through to develop consistency in processes and procedures.

“Change is always difficult for people. From what I’ve seen to date, the initial groups coming together under our single-window plan has been receptive.”

It helps that the initiative itself has been in the making for a while, that it hasn’t just sprung out of the blue.

Wyant says his team has already visited and spoken with ministries as well as a procurement specialist.

“We’ve been doing a lot of this work already, so bringing people together is really the last step in all of this,” Wyant says. “We’re pleased to be moving forward.”



**AB CONCRETE PUMPING**  
[www.abconcretepumping.com](http://www.abconcretepumping.com)

*We efficiently bring the foundations of construction within reach*  
**Ph: 306-221-3466**



**PEACE HILLS INSURANCE**  
 Get the customized coverage your business needs with Peace Hills' Contractors Plus and Contractors Plus Enhanced policy add-ons.

[PEACEHILLSINSURANCE.COM/PRODUCTS/BUSINESS](http://PEACEHILLSINSURANCE.COM/PRODUCTS/BUSINESS)

# A FOND FAREWELL: BEST WISHES FOR BRENDA BRAATEN

In this day and age, it's hard to find people who spend decades-long careers working hard for a single organization. But that's exactly what Brenda Braaten has accomplished in her remarkable 32-year tenure at the Regina Construction Association (RCA).

Brenda got her start in administration, but her hard work and determination eventually led her to take on the reigns of Executive Director. It's a position she has held for 25 years.

It is a role that she has taken on with grace, style and an unwavering dedication to the industry.

We felt it best to let the people who know Brenda tell her story.

## Life lessons

Braaten is known for her strong will and steadfast principles, and she balances these traits with a wicked sense of humour and a conscientious attitude.

RCA Operations Manager, Darlene South, can speak first hand to what it's like to interact with Braaten daily:

*"My career has spanned over more years than I care to remember, with many leaders, but none better than Brenda. I consider it a privilege and a pleasure to have worked with her over the last 10 years. Her leadership, vision, and commitment to the RCA was remarkable. Every day, all day, she worked tirelessly on behalf of the association and the industry."*

*"I will miss her wisdom, her kindness, and most of all her sense of humor. Her legacy will far outlast the 32 years she worked at the RCA. It is said we must know our past in order to fulfill our future; let that be the case. We will remember you and your contribution long after your retirement. Take care, my friend."*

## Working together

Braaten certainly made her mark on the industry. She pioneered the adoption of the Electronic Planroom for the RCA in 2001 – and carefully crafted it through three



reiterations into what it is today. She also oversaw the expansion of the RCA facility, with an addition in 1988, and a major renovation in 2000. The result was a building that doubled in size.

Also on Braaten's agenda was working with the City of Regina to get them to rewrite their spec general conditions.

Perhaps just as important as her list of accomplishments is the impact Braaten has had on people she has met along the way.

One of these is her colleague Shantel Lipp, President of the Saskatchewan Heavy Construction Association:

*"I've had the pleasure of working quite closely with Brenda over the past 10 years. During that time, we've traveled together, and shared stories both on a professional and personal level. I consider her a wonderful friend."*



# Building a complete solution

Cansel is your #1 choice in lasers, locating equipment & field supplies.



Architecture | Construction | Engineering | Geospatial | Natural Resources | Utilities

Easier to use, easier to buy. Shop our new online store.

[www.cansel.ca](http://www.cansel.ca) | 1.888.222.6735

**BUILDING A BETTER FUTURE!**

Contact Us:  
306.522.7932  
info@local771.ca  
VISIT OUR WEBSITE  
WWW.LOCAL771.CA

1138 Dewdney Ave. E. Regina, SK S4N 0E2

**SASKATCHEWAN'S  
ARCHITECTURAL SOLUTIONS DEALER**

**SASKATOON**      [WWW.BUSFURN.COM](http://WWW.BUSFURN.COM)      **REGINA**  
306.934.6959           306.757.6767

**DEMOUNTABLE WALLS  
GLASS FRONTS  
RAISED FLOOR  
SOUND MASKING**



*“As the executive director of the Regina Construction Association, Brenda was a fierce advocate. She was a loyal and dedicated employee and a friend to the many members of the RCA. Being the executive director of the RCA was more than just a job to Brenda. In many ways, the members of the RCA became part of Brenda’s extended work family, and she took great pride in making sure they were well served both at a staff and board level.”*

Braaten has been compassionate to people and committed to the industry. Braaten always has been quick to draw others in, welcoming them to the fold – but always with an eye to what was the best for RCA and the industry.

Bud Green, Senior Project Manager, Quorex Construction, commends her on a job very well done and a lifetime of accomplishments.

*“First of all, and more important, she is an awesome person with a very kind soul. She has it all. What a success story! She loves people. Is very approachable, inviting, welcoming, and comfortable to be around. She is fair to everyone. To Brenda, everyone is as important as the next; she has no bad opinions. She is very true to her heart and to RCA business. Couldn’t find a better person filling the position of Executive Director over the past 32 years.*

*“She has guided our association through some very tough times over her long career. I know this personally from when we were dealing with the SCA board representation. It is through her efforts that we now have a very successful relationship between the RCA and SCA. I know she worked hard to make this happen.*

*“She has such a passion for her career, bringing in innovation and always getting the next new technology on board so that the RCA’s membership can be kept at the information forefront.*

*“I truly wish Brenda all the best.”*

During her years at RCA Braaten looked to the “big picture”. Her way to tackle a task was to go to the end result first and then work her way backwards. It was a method that proved successful time after time again.

And one recognized by her colleagues.

Here is how Nick Friesen, Senior Estimator, Westridge Construction Ltd., and RCA President (2018-2019), described working with Braaten:

*“I always admired Brenda’s member-first attitude. It’s a philosophy the RCA will continue to embrace. Her willingness to listen to members’ concerns and advocate on behalf of our industry showed her commitment to the RCA and our members. Her enthusiasm was passed on to her staff and there is still always a friendly hello when you walk into the RCA office for a meeting or event.*

*“I wish her all the best!”*

## Shaping the RCA

Miles Dyck, Engineering Manager, Gang Nail Truss, also had the opportunity to work closely with Braaten over the years. He speaks glowingly of her commitment to her members and her willingness to educate the uninitiated:

*“I had an opportunity to work directly with Brenda during my eight-year tenure on the RCA Board of Directors. During that time, she was instrumental in helping me transition from a member with a relatively narrow viewpoint of our broad industry to a director of a diverse and engaged board.*

*“Brenda always said the RCA was a mentoring culture and she epitomized that sentiment in every aspect of her work. For many of us, she was the face of the RCA – willing and able to help with any concerns or issues we had. Her member-centric style was evident in how she led her team at the RCA and how she interacted with the board, always forcing us to consider how a decision made at the board table might affect the individual member companies we served.*

*“I am grateful for the relationship we built in those years, and the broader understanding of governance that you imparted to me.*

*“Thank you, Brenda.”*

Braaten’s commitment and dedication to the RCA – and the industry it serves – is well acknowledged by all who knew her and had the opportunity to work alongside her. She excelled in her career, working her way within the organization to assume the title of Executive Director.

## COMMERCIAL SAND BLASTING & PAINTING



## Protection Against Corrosion

Serving  
Western  
Canada  
since 1968

Saskatoon, Saskatchewan  
306.931.2820 | office@csbp.ca  
www.csbp.ca

### Specializing in Industrial Coatings and Linings

We're ready to meet any of your protective coating and lining needs. We can work on your site or in our facilities, with large shops (60,000 sq ft), 40 acres of yard space, and cranes and forklifts on site.

- Protective Coatings
- Plant Maintenance
- Shop and Field Service
- Tank Lining
- Environmental Containment
- Industrial Fiberglass
- Concrete Protection
- Structural Steel
- Abrasion and Tile Lining Systems
- Shotcrete
- Spray Polyurethane Foam Insulation
- Fire Proof Coatings
- NACE Certified Inspectors on Staff
- Industrial Standard Quality Program
- IS Network & COR



## Saskatchewan Indian Institute of Technologies

#mysiit

Since 1998, SIIT has provided employment development supports and opportunities to over 16,000 individuals and linked them with employers.

Supported by:



### Saskatoon

Phone: 306-373-4694

### Creighton

Phone: 306-688-1222

### Regina

Phone: 306-721-4473

### La Ronge

Phone: 306-425-5758



### Prince Albert

Phone: 306-953-7228

### Meadow Lake

Phone: 306-234-2375

### North Battleford

Phone: 306-445-4890

### Yorkton

Phone: 306-783-2224

www.siit.ca

@siitlive     

And although the job may have gotten even harder at that point, Braaten didn't let up. She continued to push hard and fight for what she believed in.

Bob Seipp, Director, Raven Roof (Sask) Ltd., has much to say about Braaten's career.

*"It has been a pleasure to know and work with Brenda over the many years in the construction industry.*

*"As a member of the RCA, I would often visit the office, sometimes daily, to view the project board and book drawings. It was then that I met Brenda.*

*"Sometime later, during my time as a director and member of the Executive Committee of the RCA Board of Directors, I gained an understanding of the importance of the role Brenda fulfilled for the organization.*

*"It was during my tenure as president of the RCA, that Brenda was offered and accepted the position of managing the day-to-day business operations of the Regina Construction Association. The position came with many great challenges, which Brenda accepted and performed admirably, later assuming the role of the executive director.*

*"Brenda greeted everyone with a smile, a positive attitude, and a willingness to help others expand the opportunities presented to the RCA membership.*

*"She conducted herself in a very professional manner and was well prepared, whether it was for meetings or functions. And she often went above and beyond her scope of duties.*

*"Brenda embraced her role with the RCA and almost everybody knew her. I am not sure you could ask her a question about the RCA that she couldn't answer, including who a specific member was. Her way of engaging employees and members in conversation and task completion will certainly be missed.*

*"Through her hard work and integrity, she inspired others to learn more, do more, and become more.*

*"Brenda is held in high esteem and respected by all who know her.*

*"I would like to extend my best wishes and congratulations to Brenda on her retirement as RCA Executive Director and thank her for all her years of faithful and rewarding service."*

### Professional and personable

Mark Cooper, President & CEO, Saskatchewan Construction Association, also speaks highly of Braaten – as a colleague and friend.



*"I've had the privilege to work with Brenda over the past six years. She has been a valuable resource to me as I learned about the construction industry, our membership, and the ins-and-outs of running a membership-services organization. I will always treasure her humour and candour, and her willingness to confront the difficult conversations head on. I always know what Brenda thinks and what she wants. That makes things much easier, even when they seem difficult.*

*"Brenda, thank you for your leadership of the RCA over all of these years. You will not easily be replaced, and you will definitely be missed. Enjoy your retirement and all of the time you will have with your family. It is much deserved. I look forward to connecting with you again in the future. Congratulations on all you have accomplished in your incredible career!"*

### New beginnings

Married, with two sons and five grandchildren, Braaten will take to retirement on May 31st, 2019. True to her personality, Braaten will embrace this next step in her life with the same zest and zeal that has marked her long and admirable career.

She will leave many friends and colleagues behind, but she will be remembered – and appreciated – for many years yet to come.

Doug Christie, Owner, Christie Mechanical, is someone who wishes her all his best, as she starts her new journey forward:

*"Congratulations friend on your well-earned retirement! Where have the years gone? Thanks for your dedication. You have been a steadfast guide through the years – good and bad – helping to build this province.*

*"Take pride in the legacy you leave. May your retirement be the best!" 📷*

# BUILDING A SUSTAINABLE FUTURE



By *Lea Currie, DEL Staff writer*

What makes a company tick? Is it the people within? Societal norms? Consumer demands? The bottom line? And most importantly, how can we use this information to help companies do better and bring about a more sustainable future?

Laurel Besco, assistant professor with the Institute for Management & Innovation at the University of Toronto, is researching the motivations of corporations and businesses to undertake energy efficiencies and environmental actions. By discovering the motivations and norms behind these actions – primarily those that go beyond regulatory requirements and are not solely driven by economic factors – Besco hopes to identify ways to encourage sustainable action across various sectors, including the building and construction industry.

“We hear a lot about regulatory requirements being used to encourage improvements in behaviour. My gut – and preliminary research – was saying that there are also other motivators. If we can figure out how those operate, it could allow us to move towards a more sustainable country as a whole,” she says

Besco is currently in the second year of the three-year research project funded by Canada's Social Sciences and Humanities Research Council.

In addition to the building and construction sector, she's also looking at the energy generation and hospitality industries throughout Canada and the United Kingdom. Her goal is to uncover ways that governments can target more sustainable action without necessarily introducing further regulations or large spending programs. Her results will also be provided directly to the industries and people on the ground to help shine a light on different ways to bring about behaviour changes.

“We know a lot about individual norms, but we know a lot less about corporate norms and whether they trigger environmental actions, though we assume they do play some role,” says Besco. “If we can figure out how corporate or industry norms develop, that could allow us to encourage change to happen faster.”

Although the project is still in its early stages, Besco says several trends and themes have arisen. One early finding is the need for collaboration. While many small and medium enterprises are very interested in being innovative and energy efficient, the focus is typically on keeping bids competitive. Although innovation can come with a higher initial price tag, the long-term savings are often worth the investment.

“Sometimes tradespeople are less able to do innovation because it's all about the bottom line, and they just can't

afford to lose (the bid) for that reason. Collaboration among architects, owners, and tradespeople can allow the industry to look at all the pieces together and come up with new ways to encourage innovation,” says Besco.

Other findings are the need for more education and training, more and better information on sustainability, and standard in excellence programs from the government or other entities.

As Besco continues her research, more insights and concrete actions will arise, but for now, she encourages those in the industry to attend seminars and learn about cutting-edge technology and how it can be implemented in their own projects. In addition, documenting and sharing resources with one another to ensure companies are not reinventing the wheel would help everyone.

At a time when plastic drinking straws are sparking debate and climate plans at home and around the world are regularly in the news, sustainability is top-of-mind for governments, industries and the public. Whatever our motivation, striving for energy efficiencies and environmental actions must remain at the forefront of all that we do to remain current and continue looking ahead. 🏠

**Sometimes tradespeople are less able to do innovation because it's all about the bottom line, and they just can't afford to lose (the bid) for that reason.**

# CONSTRUCTION IN THE COMMUNITY

By Jordyn Wegner, DEL Staff Writer

The construction industry is known as generous and supportive – donating time, money, and resources to those in need. You don't have to look far to see construction companies doing good, and there are many members of the Saskatchewan Construction Association dedicated to making our province a better place to live and work in. We would like to acknowledge three SCA members that are making a difference in our province.

## Alliance Energy



Alliance Energy has been giving back to the community for as long as the company has been around, but it was seven years ago when they decided that giving back would become part of their strategic plan. They decided to put their support behind the North Central Family Centre in Regina, as well as The Care and Share Program in Saskatoon. "The North Central Family Centre has assisted over 1,500 inner city kids since its inception, with programs that provide the skills and self-confidence necessary for living a healthy, meaningful, productive life," says Daryl Day, Senior Purchaser at Alliance Energy. "Eighty per cent of the youth alumni from the centre are either employed or are pursuing post-secondary education. This is what we are particularly proud of, **knowing that we are helping to**

**make a difference in the lives of kids** in the North Central community." Alliance Energy contributes to these organizations through both donations and volunteer work. "Donating materials and labour is a tradition of all the construction trades, and it is something that we take great pride in," says Day.

## Kelly Panteluk Construction Ltd.



Kelly Panteluk Construction Ltd. has a legacy of giving back to the community since its inception. Since Walker Panteluk founded the company, the Panteluk family has had a long-lived tradition of giving back to the people and communities of Saskatchewan. KPCL gives back to the community through corporate donations, matching donations, scholarships and sponsorships, and they've invested nearly \$950,000 back into the community over the past five years. Some of their recent investments include signing a Legacy Partnership agreement with the Saskatoon Tribal Council in August 2017. The partnership supports employment and training, engagement of indigenous-owned suppliers, and community development. KPCL also sponsored jackets for members of the Warman Emergency Response Team in 2017 and donated \$450,000 to support the development of an Assessment Room in the Pediatric Outpatient

Department at the Jim Pattison's Children's Hospital Foundation (CHF).

"KPCL is focused on growing a permanent and stable workforce as we rely on the individuals and communities we work with and within to support us," says Mary Panteluk, Vice President of Human Resources for KPCL. "One of the ways we can demonstrate our support back is through corporate giving and sponsorships. **By investing in our communities, we are investing in the leaders for tomorrow.**"

## Ardel Steel Inc.



Ardel Steel has fostered a mindset of giving back to the community within their company since their inception in 1980. They have made numerous monetary donations to 15+ organizations, donated materials to Habitat for Humanity, and provided labour, materials, and prizes to various local projects and groups such as The Humboldt Strong Fund, Deer Valley Playground Project, Vibank Volunteer Fire Department, and the Pilot Butte School. In October 2018, Ardel Steel employees participated in Ryde the Hanger and raised \$4,100 for STARS at the event. The company also presented a donation of \$2,362.50 at Kinsmen TeleMiracle in February 2017.





**“We believe business should have a social conscience,** and we graciously and humbly do our part by contributing to national, community, and individual-driven charities,” says Chad Fenrick, Branch Manager for Ardel Steel. 🏠

The Saskatchewan Construction Association would like to thank the members featured in this article and those who are yet to be featured for donating their time, money, and skill sets for the benefit of the community. Without you, Saskatchewan would be a lesser place for citizens to live and thrive.

**KPCL**  
DIRT MOVERS  
KELLY PANTELUK CONSTRUCTION LTD.

**BUILDING TODAY FOR TOMORROW**

- INDUSTRIAL LAND DEVELOPMENT
- MINING DEVELOPMENT & EXPANSION • TRANSPORTATION
- INFRASTRUCTURE • UNDERGROUND SERVICES
- WATER CONTROL WORKS

CONSTRUCTION OPERATIONS REPORT

**T: 306-634-2166 F: 306-634-7822 W: [www.kpclDIRTMOVERS.COM](http://www.kpclDIRTMOVERS.COM)**



# FUNDING AND FINANCING CAPITAL PROJECTS



By Kaytlyn Barber, Senior Manager, Advisory, KPMG

The rise and fall of the UK's second largest (and a major Canadian) construction company, advances in automation and access to data and information, and ongoing innovation in the sector have continued to shift the way that construction projects are funded and financed. It is critical that owners and contractors have a clear understanding, strategy, and monitoring in place to cost effectively deliver projects.

There are a variety of considerations, but I believe the following key influences emphasize the need:

## 1. Balance of Funding versus Financing

A project – both from the perspective of the owner and contractor – must

have a clear funding and financing strategy for success. Many use the terms interchangeably, but clarity of each is critical to a contractor's ability to meet customer expectations and a project owner's ability to meet governance and decision-making requirements. Funding refers to who ultimately pays for the project, while financing refers to who raises the cash (equity and debt) to build it.

An extended period of record low interest rates has helped facilitate the implementation of capital projects of all sizes, across many sectors. The bank lending and capital markets have been liquid, providing cost-effective construction, term conversion loans and bonds to construction projects. As interest

rates move, expect access to the bank and capital markets to continue to shift.

## 2. Changing Risk Profile of Projects

Lenders have historically been quick to place their financial capital in construction projects, viewed as secure, reliable, low-risk investments. This underlying assumption was challenged in 2018 with the fall of Carillion, the UK's second-largest construction company.

Considered "too big to fail" and secured with long-term government-backed revenue streams, even a company the size of Carillion struggled to survive amid competitive market tensions. The news of Carillion highlighted risks associated with payment delays, unprofitable major contracts, and the far-reaching impacts on owner service delivery.

Hitting the news about one year ago, the cost, contractual, and policy implications are continuing to be felt. Lenders are looking at projects, even publicly funded infrastructure projects, more bullishly with stricter requirements, and pricing in greater risk in their equity and/or debt contributions. Contractors are looking to strengthen contractual language related to payment structures to mitigate the financial impact of delays. Lenders are requiring increased security. Procurement processes are being refined to reflect risk mitigation related to partner

**PRECISION**  
AUTODOOR SYSTEMS LTD.  
*A Business Furnishings Company*

Proud Distributor of NABCO GyroTech™ Automatic Door Systems

- Sliding Grilles
- Air Curtains
- Complete Commercial Entry Systems

Commercial Business

- Healthcare
- Government
- Education
- Hospitality

*24/7 Emergency Service Repairs*

Saskatchewan Owned & Operated

**www.prautodoor.com**

P 306.651.2112 TF 855.348.2112

organizations and contractor financial capacity. Compliance, security, reporting and disclosure requirements are continuing to increase to mitigate and manage risk among all parties.

### 3. The Finance Function as a Strategic Partner, not only a Reporting and Compliance Function

Access to data and information, automation of activities, and demands for more informed decision making are requiring a greater level of financial acumen and expertise in planning and delivering capital projects. Historically serving a limited role as a reporting and compliance function – the bookkeeper – the finance function is now playing an increasingly impactful role in projects.

From business cases or feasibility studies, to funding and financing strategy definition and implementation, to more robust productivity and performance reporting, the finance function directly impacts project success. In a small sub-contracting business, a strong finance function can be the difference between a profitable and unprofitable bid. The complexity of financing approaches means that traditional estimating of project cost is incomplete without a robust understanding of the financing cost, cashflow implications, tax considerations, and risks informed through scenario analysis.

In order to release the time and resources to serve as a business partner, the finance function has to rely on automation to support transactional activities, including components of traditional accounts payable, accounts receivable, payroll, and financial reporting. The most effective finance functions focus an increasing proportion of time on forward-looking, predictive

## It is critical that owners and contractors have a clear understanding, strategy, and monitoring to cost-effectively deliver projects.

information to help the business make better, more timely decisions.

In conclusion, it is critical that owners and contractors have a clear understanding, strategy, and monitoring to cost-effectively deliver

projects. The approach should be scaled and tailored to the size and complexity of your business. Think big, but start small in your approach to evolving the role funding and financing plays in project planning, delivering, and reporting. 📊

**We look  
out for #1  
...that means you!**

**unbank yourself**

1.866.863.6237 | [affinitycu.ca](http://affinitycu.ca)

**Affinity**  
Credit Union



# PROMPT PAYMENT: WHAT'S IN THE BILL?

ROBERTSON  
STROMBERG

By Jared D. Epp, Robertson Stromberg LLP

On November 20, 2018, the Government of Saskatchewan released its highly anticipated “prompt payment” legislation in the form of a number of amendments to The Builders’ Lien Act. Although the legislation has only been tabled in draft form, several key concepts, many of which have been borrowed from Ontario, are likely to be carried forward in future versions of the legislation. Based on the current political climate (it appears that all levels of government are in support of this bill), it is reasonable to expect that this legislation will be proclaimed, and thus become law, sometime in the spring of next year.

Similar to Ontario, the legislation’s focus is, unsurprisingly, on increasing the speed by which contractors are paid. The legislation does this primarily by creating the concept of a “proper invoice”. Proper invoices must include basic information like the contractor’s name and address; the period during which services or materials were provided; a description of those services; the amount payable for those services and contact information for the person that is supposed to receive payment for the invoice. Proper invoices are to be submitted on a monthly basis. Although it is possible, by contract, to change the date that proper invoices must be submitted by, neither the owner nor the general contractor can require that an invoice be certified by a payment certifier before it is considered “proper”.

Submitting a “proper invoice” triggers the owner’s payment obligations. As in Ontario, invoices are expected to be paid within 28 days. However, it is possible for an Owner to dispute the amount being invoiced, in which case the new adjudication provisions in the legislation are engaged. Invoices submitted by Subcontractors to

contractors follow a similar process, except payments are typically due within 35 days and, if disputed, are also referred to the adjudication process.

As in Ontario, the adjudication process is intended to provide parties with a timely and cost-effective solution to resolve problems relating to common issues on the construction project, including payment of outstanding invoices as well as things like whether or not a change order has been approved. Adjudicators are expected to make decisions within 30 days. A failure to pay, in accordance with a decision made by an adjudicator, also gives rise to a right, on the part of a subcontractor or a general contractor, to suspend or stop work.

At first glance, however, there are at least two important ways that Saskatchewan’s legislation appears to deviate from Ontario’s. First, Ontario decided, at the same time it introduced its prompt payment amendments, to introduce a number of additional requirements in relation to bonding. This is absent from the current version of Saskatchewan’s legislation. Second, Saskatchewan’s legislation grants the Ministry the ability to exempt certain persons from this new prompt payment regime. Who might be exempt is not known at this time; however, as drafted, it is currently possible for entire industries and its participants (e.g. residential construction) to have no prompt payment obligations.

Although the effect of this new prompt payment legislation will not fully be known until it is finalized and used, it certainly appears that industry is moving toward a much different regime, in terms of payment, in the future. 🏠

**Although it is possible, by contract, to change the date that proper invoices must be submitted by, neither the owner nor the general contractor can require that an invoice be certified by a payment certifier before it is considered “proper”.**

# ARTIFICIAL INTELLIGENCE IS A NO-BRAINER FOR THE CONSTRUCTION INDUSTRY

SafetyTek Automates Safety



By Jordyn Wegner, DEL Staff Writer

As automation and artificial intelligence begin to expand across industries, the construction sector has lagged; in fact, it's one of the least digitized industries in the world.

Although it has taken a little extra time, the construction industry is beginning to realize just how important software and technology is when it comes to increasing safety, speed, and productivity.

When people think of artificial intelligence and automation, they often think of robots taking their jobs, but in the case of SafetyTek, they're not taking any jobs; they're making the job easier.

SafetyTek is a workplace safety engagement platform that was built to help construction companies effectively implement safety policy in a meaningful way.

So how does SafetyTek sell their software to an industry that is historically slower to adopt new technology?



Ryan Quiring, President and CEO of SafetyTek

"Our sales pitch is a simple one," says Ryan Quiring, President and CEO of SafetyTek. "We can offer clients an 85 per cent reduction in unplanned work stoppages caused by occupational injury. In North America alone, we lose \$365 billion annually due to this. For a specific company, this means

fewer WCB claims, less cross-training when someone gets injured, less modified work duties, less time slippage due to unplanned stoppages and fewer documentation requirements when reporting incidents."

Paper-driven processes have proven to be inherently inefficient due to the amount of time it takes to execute correctly.

"SafetyTek helps safety coordinators properly manage their days. When they arrive at a site, they have already reviewed the documentation and know what to expect. They can even prioritize which sites to visit first based on the information collected first thing in the morning," said Quiring.

SafetyTek utilizes artificial intelligence to highlight a company's top and problem performers in safety.

"We've measured a 600 per cent increase in productivity within a safety department where one safety coordinator can be as efficient as six, simply because they don't have to collect information any longer."

According to Harvard Business Review, 60 per cent of companies believe their future success is dependent on the implementation of technology and automation. So, will the construction industry embrace new technology? Quiring predicts that we will start to see artificial intelligence take hold of the construction sector in the coming decade. "There are proven benefits and a high level of potential value when it comes to tech and construction. With the construction industry being one of the top ten contributors to GDP, the smallest amount of optimization has the potential to create billions of dollars in value."

Artificial intelligence really is a no-brainer. 🧠

Cara-Dawn Transport



- Winch Trucks ● Trombones ● Lowbed Combinations up to 48 Wheeler
- Stepdeck, Hiboy, Double Drops
- Canada/US Bonded Carrier including Alaska/NWT
- 25 Acres Yard Storage, Fence & Cameras ● Full Load/LTL
- Forklifts ● Large Loading Dock/Hiboy, Stepdecks and Beavertail
- Pilot Car & Hot Shot Service

306-721-8888 ● Toll Free: 1-800-723-3342 ● Fax :1-866-840-5118

www.caradawntransport.ca ● main@caradawntransport.ca



# PROMPT PAYMENT ARRIVES: SASKATCHEWAN MOVES TOWARD BUSINESS FAIRNESS



By John Lax, Director of Advocacy and Communications, Saskatchewan Construction Association

After two-and-a-half years of industry organizing, research, and advocacy, the Saskatchewan government has introduced Prompt Payment legislation in Bill 152, a bill to amend the Builders' Lien Act. The Hon. Don Morgan, Minister of Justice introduced the bill for first reading on November 20.

Ryan Tynning, Co-Chair of Prompt Payment Saskatchewan (PPS), Carolyn Bagnell, Executive Director of the Mechanical Contractors Association of Saskatchewan, Jason Duke, Past

Chair of the SCA, Mark Cooper, President and CEO of the SCA, and John Lax, Director of Advocacy and Communications at the SCA were present in the Legislative Assembly for the introduction.

Second reading of the bill commenced on November 27 and has been adjourned for debate. The SCA and PPS are now reviewing the specifics of Bill 152 and will be working to ensure the final bill is in line with PPS principles and industry needs. The two groups

will also set out to educate members and industry partners in early 2019.

In this regard, it is critical that everyone understands that Prompt Payment – as recommended by the Reynold's Report, introduced in Ontario, supported by PPS, and now progressing through the legislative process in Saskatchewan – is a compromise bill from the ground up.

It is designed to address the quirk of construction law wherein an owner is not in breach of contract for failure to pay but contractors are in breach of

## THE I-DIG ADVANTAGE

Our team thinks outside the box to deliver solutions that will work for you. Our trucks are smaller which make them ideally suited for work in residential areas. Discover the benefits of utilizing our vacuum trucks for your next assignment:

**Increased safety:** our service prevents damage to underground infrastructure.

**Precise excavation:** our equipment reduces the amount of excavating required.

**Year-round operation:** our fleet can help you excavate through frozen ground, regardless of the season.

**Excavation in hard-to-reach areas:** our crews specialize in working in residential communities and confined spaces.

From municipal fibre optic work to special projects in the oil field, our fleet is standing by ready to take on any job.



Operated by Big Bore Directional Drilling Ltd.



2724 Yellowhead Trail NE Edmonton, AB T6S 1C2

P: 587-991-1800

F: 780-903-9430

e: [jduphay@idighydrovac.com](mailto:jduphay@idighydrovac.com)

[idighydrovac.com](http://idighydrovac.com)

contract for halting work when they have not been paid.

"It's difficult to run a business when all your money is tied up in material and labour costs, but you haven't been paid for the project - and have no idea when you will get paid," explained Ryan Tynning, Co-Chair of PPS and Owner of Swift Plumbing and Heating in Swift Current. "There are times when we can't afford to bid on new jobs or do the things we need to be successful because we aren't being paid for the work we've already done."

Prompt Payment deals with late payment - not non-payment. Consequently, it needs to provide quick and reasonable resolution to business disagreements. It must also be fair and allow for basic administration. The mechanism to achieve this will be a binding adjudication process.

While contractors have always been able to sue for late payment, the process is expensive and slow. Instead, the SCA and PPS sought prompt payment legislation which laid out clear responsibilities and processes to keep payments in construction fair, timely, and transparent. Bill 152 provides a fast moving and binding adjudication process that secures payment in about 55 days while considering the rights of all parties.

So, whereas courts seek perfection and permanence of judgements in a culture of deference and careful weighing of evidence, prompt payment adjudications will instead seek quick, reasonable decisions that protect projects and relationships. Even then, timelines are longer than some contractors would like. But having rights and a process to enforce contracts in a timely manner will make a difference.

There has also been some resistance to the notion of prompt payment form corners of the residential construction sector. They have sought an exemption from prompt payment rules. Both PPS and the SCA are firmly opposed to any sector-specific exemption to prompt payment legislation.

Construction is a unique industry with high overhead and lengthy timetables for deliverables. Today, the cost and risk for both of these facts are borne primarily by small contractors - not owners or developers. All prompt payment does is clarify required timelines and provide a clear and timely dispute resolution mechanism for contractors who have not been paid for satisfactorily completed work.

Prompt payment is principally a business fairness issue. It makes no

sense to protect contractors in one segment of the industry but not another.

However, preliminary education and business outreach efforts indicate that once properly explained there is little reason for opposition to prompt payment. It is the hope of the SCA and PPS that further education can resolve opposition to prompt payment.

The SCA will keep members informed in the months ahead. 📺

**Russell Redi-Mix Concrete**  
**Langenburg Redi-Mix Ltd.**  
 A DIVISION OF COCO GROUP

**Aggregate Productions - Asphalt Paving**  
**Concrete Highway Construction - Major Excavations**  
**Site Development - Underground Utilities Installation**

Unit 7 - 3111 Millar Ave. Saskatoon, SK S7K 6N3 306-653-2711	Hwy. 16 S, Box 545 Russell, MB R0J 1W0 204-773-2586	1880 Winnipeg St. Regina, SK S4P 3C2 306-949-0399
--	---	---



# SASKATCHEWAN CONSTRUCTION WEEK 2019



By Megan Jane, Executive Coordinator, Saskatchewan Construction Association

April 8-12, 2019 will be the third annual Saskatchewan Construction Week (SCW), a week-long, province-wide celebration of the social and economic contributions the construction sector makes to Saskatchewan and the quality of life that Saskatchewan residents enjoy.

The suite of specially selected signature events, branding and promotion of the week is led by a committee of 12 dedicated, not-for-profit industry associations that represent all sectors of the construction industry.

Since its induction, SCW has featured participation from approximately 30 businesses and labour support organizations, 10 cabinet ministers, the caucus of the Official Oppositions,

15 deputy ministers, chief executives from seven Crown Corporations and provincial agencies, the chair of the Saskatchewan Construction Panel, four school divisions, over 250 students, and hundreds of industry representatives.

It's no wonder that so many organizations choose to be involved in SCW.

"It's a no brainer for us," says Dion Malakoff, Saskatchewan Building Trades Executive Director. "We get to collaborate with everyone in the industry, whether we agree or disagree, we all want everyone to go home with all their fingers and toes." Malakoff further indicates that the most valuable takeaway from SCW is by far the networking with industry,

politicians, and the powers that be to influence change.

We are working hard to ensure that 2019 will bring another year of success with larger events and a renewed focus on investment attraction and economic development. Currently earmarked for the new year is a launch event focused on what Saskatchewan needs to do to stay investor-friendly, a construction day at the legislature to voice industry concerns to the provincial government, the ever-popular Deputy Ministers Dinner, a suite of try-a-trade youth events across the province, and a construction safety leadership conference. Visit [www.constructionweek.ca](http://www.constructionweek.ca) to keep an eye on events as they materialize.



**First Nations Power Authority™**

**FNPA and its Board of Directors would like to welcome Mr. Guy Lonechild to the position of Chief Executive Officer.**



Mr. Lonechild brings a wealth of experience, leadership capacity and network which will greatly benefit our General and Industry Members seeking renewable energy projects.

The Renewable Energy sector will redefine Canada's energy landscape - representing a significant economic opportunity to Canada's Indigenous people. New green infrastructure will drive new businesses, investments, jobs and training for all Canadians and hold the potential to redefine the economic landscape for many Indigenous communities. These communities will be impacted by renewable energy developments throughout their Reserve, Treaty and traditional territories; proactive engagement is essential to supporting necessary approvals and maximizing economic outcomes—forging our pathway to powerful opportunities.

**In the spirit of partnership with FNPA, discover the possibilities and become a Member today! Please contact our Membership Manager to discuss your project needs**

<p><b>FNPA Team:</b></p> <p>Guy Lonechild - Chief Executive Officer                  Jenna Gall - Community Energy Project Manager                  Christina Swan - Finance &amp; Operations Coordinator</p>	<p><b>Contact us:</b>                  Phone: 1-855-359-3672                  Email: <a href="mailto:info@fnpa.ca">info@fnpa.ca</a>  <a href="http://www.fnpa.ca">www.fnpa.ca</a></p> <p style="text-align: center;"></p>
---	--

**NATIONAL ENERGY EQUIPMENT INC.**

---

Delivering the highest quality commercial HVAC parts, and service to our customers.

Contact us today for your next project.

TOLL FREE: 1.866.574.5100 | [www.nee.ca](http://www.nee.ca)

## SCW 2019 Committee Partners



*This is a unique opportunity to help recognize Saskatchewan's second largest employer group, and the significant role construction plays in strengthening the province's economic and social fabric.*

"The Construction Opportunities Development Council Inc. is pleased to support and participate in Saskatchewan Construction Week once again," says CODC's Warren Douglas, one of SCW's Planning Committee members. "As part of our mandate, the CODC promotes unionized construction in

Saskatchewan. It is important to partner with other industry stakeholders to raise awareness of the impact and opportunities that construction brings to the people of Saskatchewan."

Although construction is responsible for building the province – quite literally – from the ground up, we are often quiet when it comes to showcasing our major successes. "Our Industry has not done enough to promote itself and the great many impacts it has on our province," Douglas points out. "Raising awareness

of the economic benefits, career opportunities and day-to-day quality of life impacts that the construction industry has on every person living in or visiting our province is important."

If you are interested in getting more involved in SCW – whether its to host your own event, partner up with us on existing and developing projects, or simply showcase your brand – contact Megan Jane at the SCA office at [meganj@scaonline.ca](mailto:meganj@scaonline.ca) or (306) 525-0171. 📱










## Penwest Sales INC.

403 Trent Crescent, Saskatoon SK S7H 4V2

Phone: 306-931-8490

Email: [penwest@shaw.ca](mailto:penwest@shaw.ca)

[www.penwestsales.com](http://www.penwestsales.com)



# DEWATERING POWER RENTAL SERVICES

FLYGT Pumps

Diesel Generators

Piping & Accessories

Bay 10, 3111 Millar Ave., Saskatoon, Saskatchewan S7K 6N3  
[xylemwatersolutions.com/ca](http://xylemwatersolutions.com/ca) 1.800.588.7867 (PUMP)



Let's Solve Water



# WOMEN IN TRADES AND TECHNOLOGY EMPOWERS 300 WOMEN AND GIRLS IN 2018



By Brittany Grimsdale, Sask Polytech WITT provincial facilitator (acting)

**Further your career with a Bachelor of Construction Management Degree**

The BCM degree provides you with multi-faceted skills in estimation, site management, cost controls, tendering, contract laws and human resources.

As a true practitioner's degree the BCM program provides theoretical pathways in critical and analytical thinking, behavioral management, leadership, strategy and economics.

Earn the after-diploma baccalaureate degree with an additional two years of study. Courses are offered in the evenings and weekends so you can learn while you are still earning.

**Take the next step.**  
Apply now at [saskpolytech.ca/BCMdegree](http://saskpolytech.ca/BCMdegree)

**SASKATCHEWAN POLYTECHNIC**

[f](https://www.facebook.com/saskpolytech) [i](https://www.instagram.com/saskpolytech) [s](https://www.snapchat.com/add/saskpolytech) [t](https://www.youtube.com/saskpolytech) | [saskpolytech](http://saskpolytech)

**[saskpolytech.ca/BCMdegree](http://saskpolytech.ca/BCMdegree)**  
1-866-467-4278

The Saskatchewan Polytechnic Women in Trades & Technology program works with instructors, employers, professionals, and non-profits to build curriculum for camps, workshops and mentorship programs. The goal is to teach women valuable skills, encourage women to think about different career options and address barriers that may limit women in trades and technology.

This summer Sask Polytech offered six week-long camps for girls ages 12 to 15. Girls Exploring Trades and Technology and Mind Over Metal camps provided participants with a safe, supportive environment to explore the tools, equipment, and skills needed for a trades and technology career. Sask Polytech has been running girls' summer camps since 1991. This past year, we had 81 girls attend the camps. Final projects included building a desk out of recycled pallets and welding roses.

I am always amazed to see how much our camp participants flourish in a week. It is incredible to see them grow in self-confidence and by the end of the week they are completely competent in using a variety of tools. It's so empowering!

But at WITT we do more than work with teenagers. This year, we connected 30 female students with 30 mentors from industry,

including construction, plumbing, and information technology sectors. Women are matched on field of expertise, family situation or cultural background. The mentorship program included a few networking events throughout the year, which are great opportunities for the women to discuss challenges, celebrate wins, and learn about new job opportunities. These connections have enabled our current students to navigate their studies and help new grads find employment.

We also hosted a number of lunches for female students this year to bring women together for discussion and support as they work through the challenges of pursuing an education in predominantly male industries. More than 200 students attended these lunches with presentations focused on apprenticeship, workplace harassment and scholarship opportunities.

A new initiative launched this year was program specific tutors for female students looking for additional academic support free of charge. Being able to access tutors that specialize in their fields means that these students are given every opportunity to excel in their program and feel confident in their learning journey.

I'm really excited for everything the WITT team has accomplished in 2018 and am looking forward to where we will go in 2019! I am inspired by the number of female students following their dreams and pursuing a trades and technology education with Sask Polytech. More women in trades and technology means a broader diversity of perspectives and opinions in the field.

For more information, visit [saskpolytech.ca/witt](http://saskpolytech.ca/witt).

**Largest factory on the Prairies, now direct to you!**

# OUTSIDEZ



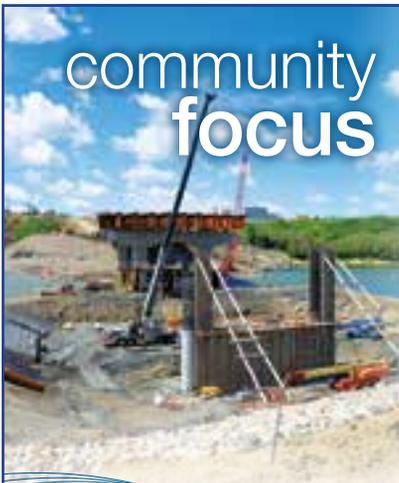
**BEAUTIFUL AND QUICK TO INSTALL SUNROOMS, SCREEN ROOMS, PATIO COVERS AND LOUVERED PATIO COVERS THAT WILL EXTEND YOUR SUMMER MONTHS!**

- Lowest prices in Western Canada – NO MIDDLE MAN
- We are now unmatched in service, quality and price
- Use your deck earlier in the spring and later in the fall – extend your deck use for 3 seasons
- Cash and carry or local installer available

**306.764.5470**  
[www.factorydirectsunrooms.ca](http://www.factorydirectsunrooms.ca)  
[ram.mgt@sasktel.net](mailto:ram.mgt@sasktel.net)



## community focus



**Local focus** is at the core of our business. Every project we do supports a personal solution for our clients and a commitment to the communities we live in.

**Associated Engineering** has 60 years of experience and 200 staff serving Saskatchewan communities, with consulting engineering, planning, project management, and asset management services in the water, transportation, infrastructure, environmental, energy, and building sectors.

For more information, visit our website at [www.ae.ca](http://www.ae.ca)

Saskatoon: 306.653-4969  
 Regina: 306.721.2466  
 Prince Albert: 306.764.3040



Associated Engineering | GLOBAL PERSPECTIVE. LOCAL FOCUS.




**SASKATOON DISASTER SERVICES**

**24 Hour Emergency Services (306) 931-7371**

Asbestos Abatement and Mould Remediation Specialists

*We are ready to respond 24 hours a day – 7 days a week.  
 Our goal is to make your disaster brief and our restoration permanent.*

219 47th Street East, Saskatoon, SK [www.saskatoondisasterservices.com](http://www.saskatoondisasterservices.com)



# EXPOSURE IS VALUE



By Curtis Griffith, Director of Business Development, BuildWorks Canada

Why should we use BuildWorks Canada? I get this question quite often from general contractors, owners, and consultants when discussing their process for finding project partners. Most often the response is a simple “why not?”

If you are going to sell your house, would you rely on a single realtor’s website or network? Or you would expect it to be advertised on realtor.com for the world to see, attracting every potential buyer and hopefully some competition for your home?

This simple principle helps us guide many decisions in our day to day life. Why do we all use Kijiji or Facebook Marketplace to sell used items? Why do we all love Skip the Dishes, Airbnb, Expedia, even Uber?

Because these tools provide us with maximum exposure to who and what is available in the marketplace, creating confidence that we are receiving the best available value for our sale, purchase, or transaction.

Construction opportunities are no different. We certainly have tried, tested and true networks that will always be utilized and leveraged to deliver a successful project, but are there others out there doing similar work for other clients? Yes. Does some healthy, transparent, fair competition bring out the best in all of us in our work? Yes. Does advertising your opportunity, RFQ, RFI, EOI, Request for subtrades, specific trade package, plan to design through BuildWorks Canada ensure

you are receiving the maximum exposure and absolute best value the market can provide? Yes, it certainly does.

BuildWorks Canada is a service provided with the highest levels of integrity by the local construction associations across Western Canada. Our goal is to connect buyers of construction to builders in the most efficient and transparent way possible, leading to increased value and successful project deliveries.

BuildWorks Canada is where the work is.

We look forward to helping you create a solid foundation of success in the initial stages of your construction project. 🏠



Box 1355,  
North Battleford, SK S9A 3L8

Specializing in the rentals of quality equipment.  
At Spence, we’re not afraid to rent you the equipment before you buy! Most of what we sell is rental purchased.

**Phone: (306) 446-2844**  
Fax: (306) 446-2008  
Spence.nb@sasktel.net  
www.spenceequip.com

**CRAWLER TRACTORS • GRADERS • EXCAVATORS • MOTOR SCRAPERS  
ROCK TRUCKS • WHEEL LOADERS • SKID STEERS  
PIPE LAYERS • SELF-PROPELLED PACKERS • PULL-TYPE PACKERS**

# THANK YOU

TO OUR 2018-19 CONTINUOUS SPONSORS!

You are investing in the success and future of Saskatchewan's construction industry.



## Gold Sponsors



## Bronze Sponsors



SASKATCHEWAN  
CONSTRUCTION  
ASSOCIATION

The SCA provides collaborative and trusted leadership to sustain a prosperous construction industry and a better quality of life for the people of Saskatchewan. To inquire about how you can support our mission, contact us today at 306-525-0171 or e-mail [sca@scaonline.ca](mailto:sca@scaonline.ca)

# SPRINKLER FITTER TO BE DESIGNATED A COMPULSORY TRADE

By Jeff Ritter, SATCC



Effective January 2019, Sprinkler Fitter will be designated as a compulsory trade in Saskatchewan – the first trade to be designated as compulsory in the province since 1988.

A Sprinkler Fitter Compulsory Taskforce, made up of industry representatives from across Saskatchewan, submitted an application demonstrating widespread support for this designation.

Those working in compulsory trades must be either apprentices or journeypersons. Compulsory designation means consistent training and supervision for apprentices working in the trade, which helps ensure both worker and consumer safety. Journeyperson certification demonstrates the knowledge and

expertise of experienced tradespeople, and allows them to train the next generation of workers.

The SATCC performs four main roles: We train apprentices; we certify tradespeople and apprentices; we promote apprenticeship; and also regulate the apprenticeship system of training. We regulate compulsory trades primarily through worksite visits. SATCC staff members observe workers to ensure apprentices are properly supervised. In compulsory trades, one journeyperson can supervise two apprentices at a time.

Individuals proving employment in the trade prior to the compulsory designation date, January 1, 2019, will be able to apply for a Certificate of

**The SATCC performs four main roles: We train apprentices; we certify tradespeople and apprentices; we promote apprenticeship; and also regulate the apprenticeship system of training.**

Tradesperson's Registration to continue working in the trade. There will be a one-year "grace period" to apply for the certificate. In other words, from now until December 31, 2019, there is no cost to apply.

JOURNEYPerson

Get a leg up on the competition.

Get your tradespeople certified today and build a more reputable workforce for tomorrow.

TRADESPERSON

1-877-363-0536  
saskapprenticeship.ca

If tradespeople successfully demonstrate employment in the trade before the designation date, they will be able to continue working as Sprinkler Fitter tradespeople. Still, we encourage them to consider registering as apprentices – those with the necessary trade time can also apply to challenge the journeyman certification exam.

For a trade to be designated as compulsory in Saskatchewan, a compulsory application must be completed and submitted to the SATCC. It is a rigorous application process that requires demonstrated, widespread industry support. The SATCC doesn't initiate the process to designate trades as compulsory; we know compulsory designation works best when industry spearheads the initiative.

Saskatchewan isn't the only province where Sprinkler Fitter is designated as compulsory – it's also a compulsory trade in Manitoba, Ontario, Quebec, New Brunswick and Nova Scotia.

Next year, there will be five compulsory trades in Saskatchewan: Construction Electrician, Plumber, Sheet Metal Worker, Refrigeration and Air Conditioning Mechanic, and Sprinkler Fitter.

**For a trade to be designated as compulsory in Saskatchewan, a compulsory application must be completed and submitted to the SATCC.**

As of June 30, 2018, there were 37 Sprinkler Fitter apprentices registered in the province.

If you have any questions, please contact us at 1-877-363-0536 or apprenticeship@gov.sk.ca. 

KEEP SAFETY IN SIGHT!



Enroll in Eyesafe today!

Each year the Saskatchewan Workers' Compensation Board receives more than 3,500 reports of eye injuries. The Saskatchewan Association of Optometrists administers Eyesafe (previously the Occupational Vision Health Program) whose goal is to eliminate these injuries.

More than one hundred Saskatchewan companies participate in Eyesafe, protecting the eyes of thousands of employees. Take responsibility for your employees' eye safety by tailoring the program to meet your company's safety eyewear needs.

---



**Saskatchewan Association of Optometrists**



Phone us at **306.652.2069** or toll-free at **1.877.660.3937**  
 eyesafe@saosk.ca | programs@saosk.ca

Get started today at [eyesafesk.ca](http://eyesafesk.ca)

# CCA MEMBERS EDUCATE FEDERAL POLITICIANS DURING HILL DAY



By Mary Van Buren, President, Canadian Construction Association

The Canadian Construction Association's (CCA) Hill Day took place on November 27. It was heartwarming to see Parliament Hill awash with white hard hats donned by the participating CCA members. Altogether, CCA members met with over 100 Members of Parliament, Senators and other key officials. The Hill Day was a resounding success and a first step toward CCA's goal to unite the industry while championing national issues that matter as described in CCA's 2018 - 2023 strategic plan.

## Investor confidence, inclusive workforce and innovation on the agenda

In addition to highlighting the impact of the Canadian construction industry - we employ 1.4 million Canadians and are responsible for nearly \$119 billion in economic activity or seven per cent of Canada's GDP - CCA members had three key topics to discuss with the politicians they met with.

In terms of creating a business and investor-friendly climate, which is crucial for the economy and our industry, the November 21 Fall Economic Update took positive steps

with commitments on prompt payment legislation, the announced regulatory review and especially the measure allowing for the immediate write off for the full price of machinery and equipment. These have been key asks from the CCA. However, some of the lingering concerns that we are seeking a resolution include:

- The federal government taking the necessary actions to collaboratively move forward the **Trans Mountain expansion project**. CCA is encouraged that Natural Resources is conducting a review and that consultations are occurring with indigenous groups affected by the project.

**Book Them ALL  
With Just One Call.  
1.800.665.2800**

Contact us today for Fence, Portable Toilets,  
and Construction Bins.



P.O. Box 1299 | 1304 11th St. N  
Coaldale, AB T1M 1N1  
case@inlandscrew piling.com

**INNOVATIVE SCREWPILE  
SOLUTIONS**

**Tel: 403.345.6781**  
Fax: 1.866.798.0965  
Cell: 403.382.1942

[www.inlandscrew piling.com](http://www.inlandscrew piling.com)

- Ensure that the proposed changes to the **Canadian Environmental Assessment Act** will not be a source of delays or undue red tape.
- Mitigating the impact of the **steel and aluminum tariffs** affecting our members.
- Amending the federal **insolvency legislation** to allow money earned by construction companies to stay in the project stream.

Attracting and maintaining the workforce needed to complete projects is one of the top issues keeping our members up at night. The situation will only grow more alarming if something is not done, since BuildForce Canada is predicting that 21 per cent of our construction workforce will retire over the next decade.

The Hill Day attendees discussed community benefits with the politicians that they met with. CCA's concern is that this ill-defined concept may lead to an unpredictable, unfair and opaque procurement process. CCA is of the opinion that funding CCA's request for student-integrated learning programs for STEM students, jointly conducting benchmark research on perceptions and continued funding for apprenticeship programs and streamlining

the security clearance process are of higher priority for the industry than Bill C-344 that requests after-the-fact reporting on community benefits.

Finally, CCA's Hill Day participants educated politicians on what CCA is doing for innovation and why additional support is needed. You have undoubtedly heard that the Canadian construction industry lags other leading countries in productivity. At the same time, there are opportunities to reduce waste and generate new sustainable materials or better processes. CCA is increasing its advocacy for innovation in the construction industry by developing a priority list for R&D, seeking partnerships to advance these priorities and increasing the awareness of and access to technology by our members.

## Let's stay in contact

Please email me at [mvanburen@cca-acc.com](mailto:mvanburen@cca-acc.com) if you have any feedback or comments on how CCA can serve you better. I hope to see you at our 2019 conference in balmy Bermuda! Visit the CCA website for more information and [bit.ly/ccasubscribe](http://bit.ly/ccasubscribe) to receive updates. 📧

**BN**  
STEEL & METALS INC.

TURNING TODAY'S SCRAP INTO TOMORROW'S RESOURCES!

- Commercial bin service – 12 or 20 yard containers available
- We recycle anything metal
- Best prices paid for items like copper, aluminum, brass, and steel
- Free 24/7 metal drop off area

1920 QUEBEC AVE, SASKATOON  
Website: [bnmetals.com](http://bnmetals.com) , Email: [bnmetals@sasktel.net](mailto:bnmetals@sasktel.net)

**Phone: 306-242-3669**

## Business opportunities await you on SaskTenders

Explore millions of dollars in tender opportunities for government, Crown corporations, and for the municipal, academic, schools and health sectors on [sasktenders.ca](http://sasktenders.ca)

With approximately 200 open competitions at any given time, SaskTenders is the best way to access public tender opportunities in Saskatchewan.

**sasktenders.ca**

approximately **200** open competitions at any given time

Government of Saskatchewan

# 2018 SCSA YEAR IN REVIEW

By Collin Pullar, SCSA President



This was a year of significant change and advancement for the Saskatchewan Safety Association (SCSA) and its members. The year began with a celebration of the late-2017 announcement from the Saskatchewan Ministry of Central Services regarding new safety standards. It was announced that as of April 1, 2019, Certificate of Recognition (COR®) certification will be required for all construction contracts expected to exceed \$1 million. This was an exciting development for all members who have made significant investments in their safety management systems.

The SCSA board of directors confirmed an updated organizational

profile to redefine the SCSA's mission of "Constructing Safety Leadership" and its vision of creating the "Safest Construction Environment in Canada."

We have learned over the years that telling people how to stay safe isn't enough to overhaul a culture that has historically struggled with safety. Anything that is going to affect a change in an organization and a province has to be done at a leaderships level. Our new mission is entirely about supporting safety leaders.

At the February Annual General Meeting, the SCSA members approved

a series of changes to the SCSA bylaws and board governance structure to reflect modern governance practices and ensure alignment with legislative requirements. The structure, composition, and size of the board were also modified to ensure balanced representation and engagement from industry leaders.

In March, the SCSA hosted its first Constructing Safety Leadership Conference in Regina, featuring a range of speakers including a panel discussion led by industry leaders. The event facilitated important discussion topics that will carry into the next conference taking place at Saskatoon's TCU Place on April 10, 2019.

The association was honoured to be recognized by the Better Business Bureau of Saskatchewan with an award for business ethics and by the Regina and District Chamber of Commerce with a Paragon Award for Marketing and Promotional Excellence. The SCSA board was very excited to see the association having an impact on not only the industry but also influencing the culture of business more broadly. The SCSA will continue to focus efforts in the areas of modernization and ethical business leadership in the new year.

With technology, modernizing product and service delivery has also been a major strategic focus of the board. A new mobile Hazard



- CEILING SYSTEMS • ACCESS FLOORING • ACOUSTIC TREATMENTS
- TECTUM • DEMOUNTABLE PARTITIONS • STEEL STUD FRAMING
- DRYWALL • SOUND MASKING



**WOOD COGGER LTD.**  
1375 Cornwall Street  
Regina, SK S4R 2H6

[www.woodcogger.com](http://www.woodcogger.com)

306-525-5805  
Toll Free: 1-888-665-6805

Fax: 306-569-9202  
info@woodcogger.com

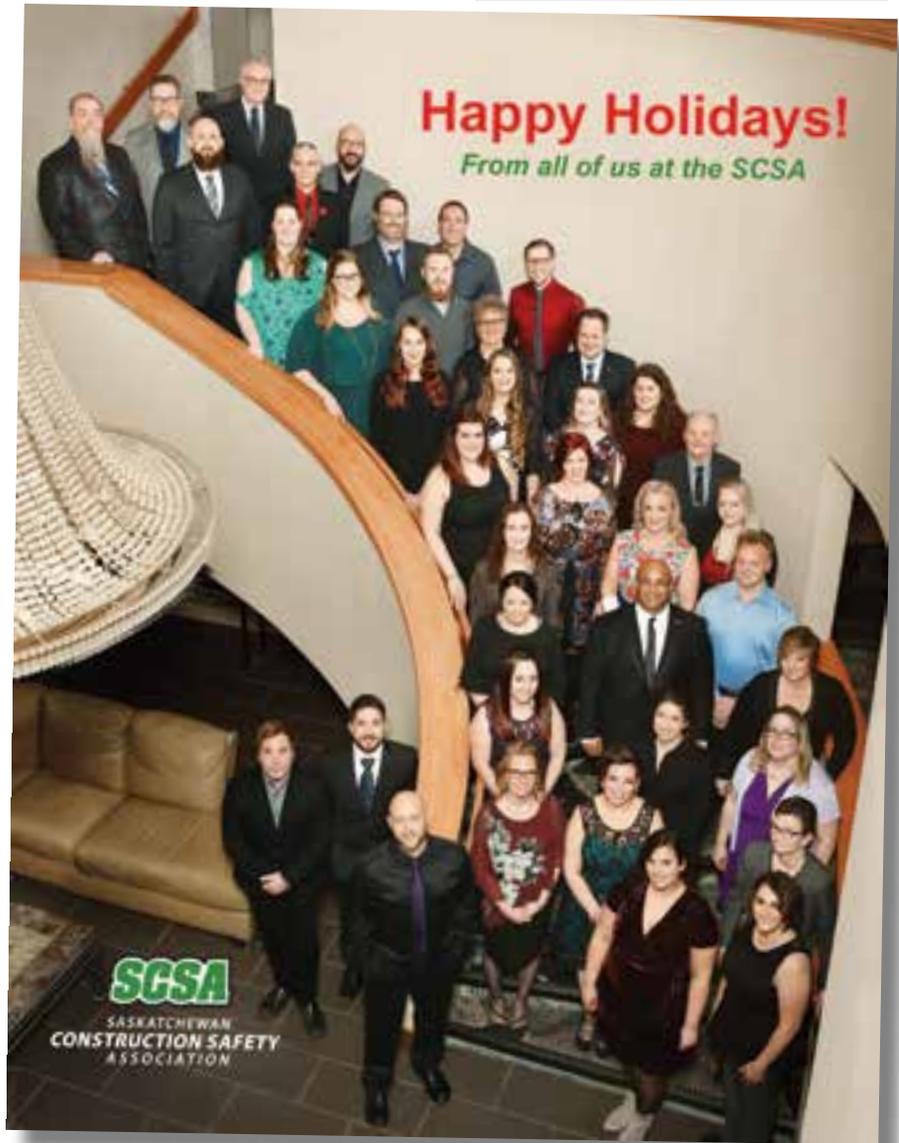
Assessment Tool and 10 additional safety topics were added to the SCSA *Guide to OHS Legislation* mobile app. This has become a popular tool that has more than 3,500 downloads since its launch in September 2017. With these recent enhancements, workers can more easily conduct hazard assessments – an integral component of injury prevention – and access a total of 30 key safety topics with relevant legislation and other resources.

Inside the SCSA classrooms, pilot projects introducing tablet devices and virtual reality (VR) training tools are well underway; taking safety training and information retention to a whole new level. The SCSA's VR tool is one of the first of its kind for the Saskatchewan Industry and is already being evaluated by other leading training institutions in the province.

Strategic alliances with the Saskatchewan Polytechnic School of Construction, the Saskatchewan Junior Hockey League, Saskatchewan Safety Council, and others were strengthened this past year – helping to further extend and integrate the message of injury prevention and safety leadership throughout the province.

Together, the SCSA board of directors, regional safety committees, members, staff, and partners look forward to the challenges and opportunities in the year ahead.

*The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, nonprofit organization that provides cost-effective, accessible safety training advice to nearly 10,000 employers and their employees in the construction industry throughout Saskatchewan. The mission of the SCSA is Constructing Safety Leadership to reduce the human and financial losses associated with injuries.* 🏠



# Brentco Construction

**RESIDENTIAL | COMMERCIAL | INDUSTRIAL**

**SERVING SASKATOON & SURROUNDING AREA**

**Brent Fehr**  
**306-380-5586**  
bfehr5586@gmail.com

Box 1312  
Saskatoon, SK  
S7K 3N9

# FOCUSING ON THE BOTTOM LINE CAN BACKFIRE



If we forget important things, balance sheets don't count

By Sherry Knight, President & CEO, Dimension 11



What's different today in business? Banks making billions every quarter; governments cutting transportation for that segment of society who can't easily travel because it is not economically feasible; companies ceasing business and leaving employees with no pensions because the pension money has been spent; and CEO's being ousted with million-dollar packages even when the company has gone downhill instead of uphill - at the same time making it difficult for those trying to do the best for themselves and their families. Then employers wonder why their employees aren't loyal!

Contrast this with the organizations right here in Saskatchewan that treat their employees like good families treat their offspring. Employees come first, not the shareholders. Pensions are tucked away and invested so employees are protected when it comes time

to retire, or RRSP's are matched so employees have more control over their futures. When the company does well, everyone benefits, and when the company does poorly, there aren't bonuses - for anyone. Leaders are not compensated for poor leadership, only for great leadership.

It seems greed may be leading the charge today! How can employers change this? I am not sure, and yet I hesitate to consider the future. If we have gone from a work world where everyone was part of the family to one where only dollars and shareholders matter, what will the future bring?

If you want your employees to be loyal, it may be time to turn back the clock to the times when we really cared, as an organization as well as a leader. Consider some of the things that make a difference in those organizations that run like a well-

run machine because people care:

- Give fair pay for fair work;
- Value people for their contribution - show you care; and
- Be honest - look after pensions, benefits, severances ethically.

People come to work everyday with the thought of doing the best job they know how to do. As an employer, reciprocate. Treat everyone like you'd treat your grandmother, not greedily, like some employers!

For more information please connect with Sherry Knight at sherry@dimension11.com or (306) 586-2315. She is a leader in people and performance development. Dimension 11 helps companies realize stronger profits so they can create more jobs and better communities. 🏠

Copyright 2018 Sherry Knight  
All rights reserved. www.dimension11.com



**Aberdeen Specialty  
Concrete Services**

**COMMERCIAL  
INDUSTRIAL  
RESIDENTIAL  
CONCRETE SOLUTIONS**

**Specializing in Foundations, Slabs,  
Demolition and Excavation**

**Office: 306-374-1272  
Fax: 306-374-1327**

**710-3936 Brodsky Avenue, Saskatoon, SK S7P 0C9**

**www.abercon.net**

**BIG ROCK TRUCKING LTD.**

**BOX 418  
PUNNICHY, SK | SOA 3C0  
PH: 306-835-2427**

- SCREENED GRAVEL AND SAND
- TOP SOIL AND MANURE
- FILL BASE MATERIAL
- LOADER WORK, ETC...



**CRUSHED ROCK  
AND GRAVEL**

**CRUSHER DUST**

---

**FOR ALL YOUR GRAVEL NEEDS**

**DOUG SCHLOSSER**  
Cell: 306-835-7500

**LORNE SCHLOSSER**  
Cell: 306-536-7005



# FIT FOR DUTY – LOOKING BACK AND LOOKING FORWARD

By Marshall Hamilton, Executive HR Consultant

In the past year, I have watched the anticipation and apprehension grow as Canada approached and passed the October 17, 2018 date on which marijuana became legal. We are only a few months into the new norm, but we can still look back and forward on what this means for employees and employers.

## Looking Back

When marijuana was still illegal, most employees knew it was inappropriate to bring to work and inappropriate to consume, both before work and at work. That did not stop all employees, but they at least knew what was right and wrong. Employers knew it was inappropriate,

but many had no idea how to detect violations and how to deal with those they suspected were impaired.

## Looking Forward

Now that marijuana is legal, most employees still know that it is inappropriate to bring to work and inappropriate to consume both before work and at work. However, I am certain there are some who believe it is now okay to consume before work or consume at work, because it is now *legal*. And like before, employers know it is inappropriate, but many still have no idea how to detect violations and how to deal with those they suspect are impaired.

## What Should Employers Do

If you do not have a Fit for Duty Policy in place now, develop one as soon as possible. Train your supervisors on their role as it pertains to impairment in the workplace. Train your employees on what is expected of them, and tell them how potential impairment in the workplace will be dealt with by the company. For employers who want assistance, I have developed a template policy and some impairment checklists that I am willing to share with you.

Get in touch with Marshall via email at [Marshall.hamilton@sasktel.net](mailto:Marshall.hamilton@sasktel.net) or call 306-530-6975. 📞



**DEL Communications Inc.**  
and you – the key to success!

*We offer outstanding personal service and quality in the areas of:*

- CREATIVE DESIGN
- ADVERTISING SALES
- TRADE PUBLICATIONS
- QUALIFIED SALES & EDITORIAL TEAM

Suite 300, 6 Roslyn Road  
Winnipeg, Manitoba R3L 0G5  
[www.delcommunications.com](http://www.delcommunications.com)



3320-IDYLWYLD DR. N  
SASKATOON, SK  
Phone: 306.931.9229  
Email: [chad@preconltd.ca](mailto:chad@preconltd.ca)

Based in Saskatoon, SK, Canada, **PRE-CON** takes great pride in manufacturing both wet and dry cast industrial concrete products. **PRE-CON** Limited precast facility consists of nine acres of property and forty thousand square feet of manufacturing area. The largest segment of our product line and service is residential and commercial septic and holding tanks, precast steps, the mining industry, cable and electric vault, arena bleachers, sound attenuation walls, sanitary manholes and many other products.

**Proud to be serving Canada for 30 years**



# INDEX TO ADVERTISERS

A & B Concrete Pumping (2007) Ltd.....	17	First Nations Power Authority .....	32	Precision Autodoor Systems Ltd.....	26
Aberdeen Specialty Concrete Services .....	44	Fries Tallman Lumber.....	10	Pro-Western Mechanical Ltd. ....	12
Absolute Fire Protection.....	16	Humboldt Electric Limited.....	12	Sask Polytechnic .....	34
Ads Canada Inc.....	7	I-Dig Hydro-Vac Services.....	30	Saskatchewan Apprenticeship and Trade Certification.....	38
Affinity Credit Union .....	27	IKO Industries.....	IFC	Saskatchewan Association of Optometrists.....	39
Allied Printers & Promotions .....	11	Inland Screw Piling.....	40	Saskatchewan Construction Safety Association.....	5
Associated Engineering Sask Ltd. ....	35	Iron Workers of Saskatchewan.....	19	Saskatchewan Indian Institute of Technologies .....	21
Big Rock Trucking Ltd.....	44	ISL Engineering and Land Services .....	6	Saskatoon Disaster Services Inc .....	35
BN Metals.....	41	Kelly Panteluk Construction Ltd.....	25	Sasktel .....	OBC
Brentco Construction .....	43	KGS Group.....	9	Spence Heavy Equipment Sales & Rentals.....	36
BUILDDEX Vancouver.....	IBC	Ministry of Central Services .....	41	Super Save Group of Companies .....	40
Business Furnishings.....	19	National Energy Equipment Inc .....	32	Technical Safety Authority Of Saskatchewan .....	16
Cansel.....	19	Nilex .....	13	The Energy Doctor Ram MFG.....	35
Cara Dawn Transport.....	29	Nu-Trend Industries Inc.....	3	Travelodge Hotel Saskatoon .....	16
Chit Tronics Ltd. ....	9	Outline Construction Ltd.....	9	WCB Sask.....	5
Coco Paving.....	31	Peace Hills Insurance .....	17	Wood Cogger Ltd. ....	42
Commercial Sand Blasting & Painting .....	21	Penwest Sales Inc.....	33	Xylem Inc.....	33
Etera Construction Management .....	8	Pre-Con Limited.....	45		

## WE BUILD

SASKATCHEWAN'S CONSTRUCTION MAGAZINE

Produced and published for the SCA by:  
DEL Communications Inc.  
Suite 300, 6 Roslyn Road  
Winnipeg, Manitoba R3L 0G5  
www.delcommunications.com

President & CEO  
**DAVID LANGSTAFF**

Publisher  
**JASON STEFANIK**

Managing Editor  
**LYNDON MCLEAN**  
lyndon@delcommunications.com

Advertising Sales Manager  
**DAYNA OULION**  
dayna@delcommunications.com  
Toll Free: 1.866.424.6398

Advertising Sales Representatives  
**BRENT ASTROPE | COREY FRASER**  
**BRIAN GEROW | ROSS JAMES**  
**NICK MILLER | MIC PATERSON**  
**KARI PHILIPPOT | ANTHONY ROMEO**

Production services provided by  
S.G. Bennett Marketing Services  
www.sgbennett.com

Art Director  
**KATHY CABLE**

Design/Layout  
**DANA JENSEN**

Advertising Art  
**DAVE BAMBURAK**

© 2018 DEL Communications Inc.  
All rights reserved. Contents may  
not be reproduced by any means,  
in whole or in part, without the  
prior written permission of the  
publisher.



While every effort has been made to ensure the accuracy of the information contained in and the reliability of the source, the publisher in no way guarantees nor warrants the information and is not responsible for errors, omissions or statements made by advertisers. Opinions and recommendations made by contributors or advertisers are not necessarily those of the publisher, its directors, officers or employees.

Publications mail agreement #40934510  
Return undeliverable  
Canadian addresses to:  
DEL Communications Inc.  
Suite 300, 6 Roslyn Road  
Winnipeg, Manitoba R2L 0G5  
Email: david@delcommunications.com



February 13 & 14, 2019

Vancouver Convention Centre West  
[www.buildexvancouver.com](http://www.buildexvancouver.com)

**BUILDEX**

VANCOUVER

# Shaping the Future — Honouring the Past

With 90+ seminars and 600+ exhibits, BUILDEX Vancouver enables Architecture & Design, Construction, and Property Management professionals to immerse themselves in dialogue and build community. Visit [buildexvancouver.com](http://buildexvancouver.com) to view the full program and register today!



JOIN THE  
CONVERSATION



@BUILDEXshows



BUILDEX Shows



BUILDEX Shows

MEDIA SPONSOR



an  
**informa**  
event



LARGEST  
NETWORK

UNLIMITED CALLING.  
UNLIMITED DATA.

## BUSINESS WIRELESS

In the construction world, you need to keep a tight grip on your expenses. You also need to stay in contact with your suppliers, equipment operators, and subcontractors while you're out in the field. SaskTel has the wireless solution you need, with unlimited usage, on Saskatchewan's largest LTE network.

Our Business VIP Plans include:

- Unlimited Canada to U.S. and nationwide calling
- Unlimited Canada-wide data\*
- Unlimited text, picture, and video messaging

\*Speed reduced after 15 GB. Conditions apply

[sasktel.com/businesswireless](http://sasktel.com/businesswireless)

**SaskTel** 

| Business Solutions |