



MANITOBA HEAVY CONSTRUCTION ASSOCIATION (MHCA)  
Unit #3-1680 Ellice Avenue, Winnipeg, Manitoba, R3H 0Z2

October 6, 2022

Hon. Jon Reyes, Minister of Advanced Education, Skills, and Immigration  
Dr. Lloyd Axworthy  
Co-Chairs Immigration Advisory Council (IAC)  
And to Members of the IAC  
Legislative Building  
Winnipeg, Mb, R3C 0V8

Dear Minister Reyes, Dr. Axworthy and members of the IAC:

Re: Recognition of Heavy Construction Skilled Occupations under the Provincial Nominee Program (PNP)

The MHCA would like to reiterate its support of the IAC mandate and, in particular, improvements to the Provincial Nominee Program (PNP). Further to our meeting with Minister Reyes, earlier correspondence and discussion with an IAC sub-committee, we wish to summarize our suggested areas for IAC favourable consideration:

- Minimize processing duration to enable the PNP to assist the timely sponsorship and arrival to Manitoba of immigrants possessing demonstrated skills in occupations identified as being in need by the private sector
- Eliminate the biased point selection, allowing equal priority consideration to each skilled trade or occupation identified by the marketplace as needed
- In particular, we request that the **Heavy Construction Skilled Occupations** (HCSO) listed in the attached be recognized as skilled occupations in demand by the heavy construction industry (HCI)
  - The Heavy Construction Skilled Occupations are:
    - essential to the ability of the HCI to build civic, provincial, and federal core infrastructure assets, including but not limited to roads, highways, bridges and related structures, and water and wastewater distribution systems which collectively platform our economy, move people to jobs and products to market; and
    - provide rewarding, sustainable and gainful jobs and careers, along with opportunity to ladder into senior, management and owner positions and therefore should not be overlooked nor undervalued.

We submit that the above approach is consistent with the intentions underpinning the Provincial Nominee Program and continue the rich history of this country having been built by immigrants possessing diverse skill sets.

The MHCA would be pleased to further discuss the above.

Sincerely,

Chris Lorenc, B.A., LL.B.  
President, MHCA

cc. Nicole Chabot, Chair, MHCA Board of Directors and MHCA Board of Directors  
Tony Teixeira, Chair MHCA Workforce Development Committee, and Committee members



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## HEAVY CONSTRUCTION SKILLED OCCUPATIONS

The work of the heavy construction industry starts with shovels in the ground, and that can't happen without the highly skilled and dedicated people in our industry. The industry's productivity, growth and competitiveness are intrinsically tied to the specialized occupations described below. All are vital to the industry's ability to meet the expectations of project owners, public sector and private sector alike.

### **GENERAL CONSTRUCTION WORKER**

Skilled construction workers perform a wide variety of manual labour responsibilities, including:

- Involved in crew meeting to discuss tasks, goals and safety concerns for the upcoming shift
- Working closely with and supporting other specialized positions within the crew such as concrete finishers, pipelayers or equipment operators
- Pre-check, operate and maintain small powered equipment and hand tools
- Knowledgeable and trained in rigging and hoisting activities
- Load, unload and move construction materials around the worksite
- Digging, spreading, and levelling of dirt and gravel
- Perform housekeeping duties and maintain materials and work areas
- Perform a variety of tasks involving strenuous manual labour
- Ability to lift 30kg (66lbs) on a regular basis
- Be aware of surroundings at all times
- Ensure a safe work environment in compliance with all safety policies and procedures using the appropriate tools and equipment for the task
- Ensure safety of fellow employees
- Perform other duties at construction sites, as directed

#### Required Knowledge, Skills, Abilities, Education and Experience:

- Ability to follow a firm work schedule as directed by supervisor
- Ability to work as part of a team, in all weather conditions for extended periods of time
- Must be reliable and punctual
- Ability to efficiently communicate with co-workers and supervisors to complete tasks safely and in a timely manner
- Ability to perform a variety of manual tasks, exercising independent judgment
- Comply with all safety policies and procedures
- Previous experience as a laborer or construction labour considered an asset

**Salary range:** \$16.44 - \$32 per hour; average annual 2,500 hours including overtime: \$41,100 - \$80,000

### **HEAVY EQUIPMENT OPERATORS**

Heavy equipment operators operate heavy equipment used in the construction and maintenance of roads, bridges, sewer and water installations, airports, gas and oil pipelines, tunnels, buildings and other structures; in surface mining and quarrying activities. Key responsibilities of this role include:

- Operate heavy equipment such as:

- Backhoe loaders, excavators, crawler dozers, bulldozers, rubber tired loaders, articulated rock trucks compaction equipment and graders to excavate, move, load and grade earth, rock, gravel or other materials during construction and related activities
- Bulldozers or other heavy equipment to clear brush and stumps prior to logging activities and to build roads at logging and surface mining sites
- Pile-drivers to drive piling into earth to provide support for buildings, bridges or other structures
- Dredging equipment to deepen waterways or reclaim earth fill
- Paving and surfacing equipment to lay, spread or compact concrete, asphalt and other surface materials during highway and road construction
- Power shovels to excavate rock, ore or other materials from open-pit mines, strip mines, quarries or construction pit
- Articulated rock trucks to transport materials in off-road conditions
- Operate heavy equipment to move, load and unload cargo
- Conduct pre-operational checks on equipment and clean, lubricate and refill equipment
- Operate GPS enabled equipment when available
- Be able to read and understand construction drawings and survey layout

Job titles include:

- Heavy equipment operator
- Heavy equipment operator apprentice
- Excavator operator
- Backhoe operator
- Bulldozer operator
- Grader operator
- Loader operator
- Articulated rock truck driver
- Side boom tractor operator
- Surface mining equipment operator

**Salary range:** \$20.43 – \$39.90 per hour; average annual 2,500 hours including overtime: \$51,075 - \$99,750

**CLASS 1 / LOW-BED OPERATORS**

Class 1 / Low-bed operators operate a truck with a box-trailer, lowboy or flat trailer to move heavy equipment and construction materials/supplies to/from construction job sites. Key responsibilities include:

- Operate and drive primarily tractor-trailer, long-combination vehicle and straight-body trucks weighing over 4500 kg to transport goods and materials
- Transporting heavy equipment and materials safely and efficiently on public highways
- Loading equipment on and off of the low bed truck and following site safety rules and regulations
- General maintenance and upkeep of the vehicle as required
- Perform pre-trip and post-trip inspection of vehicle systems and equipment accessories
- Maintaining logbooks and time sheets in an accurate and timely manner
- Ensure cargo is properly secured in accordance with safety requirements and follow safety procedures for transporting dangerous goods
- Haul freight to multiple job locations
- Understand required permit for overweight or oversized loads
- Follow D.O.T. Regulations
- Must have a valid class 1 driver's license with air endorsement

**Salary range:** \$26.90 - \$33.48 per hour; average annual 2,000 hours including overtime: \$53,800 - \$66,960

## **PIPELAYER**

A pipelayer is a skilled occupation that lays pipe, such as for storm sewers, sanitary sewers, drains, and water mains. Pipelayers assemble and connect pipe systems for water mains, sewers and drains. As part of the sewer and water installations, pipelayers are involved in understanding the alignment and grades of required pipe installations and assure all trenches are excavated to proper line and grade as well as assuring the proper backfill materials and processes are used:

- Understand the existing utility locates in and around your work area prior to excavating
- Installation of piping, fittings, valves, catch basins and manholes using an assortment of tools, including transit levels, grade rods and levels
- Assure line and grade is set where pipes are to be installed; cut the pipes to match the area
- Connect multiple pipes by butting method for PVC pipe and/or fusing method for HDPE pipe
- Assure proper backfilling materials and processes once pipes are in place
- Train and supervise new pipelayers to ensure they are able to work independently
- Drill holes into a property's pipeline to install auxiliary cables and other devices into the system
- Operate pickup trucks and rollers to transport materials from the worksite
- Perform other duties, as directed

**Salary range:** \$17.97 - \$35.62 per hour; average annual 2,500 hours including overtime: \$44,925 - \$89,050

## **CONCRETE FINISHER**

A concrete finisher is a skilled occupation that places, finishes and protects poured concrete, and repairs concrete in engineering and construction projects e.g. floors, sidewalks, roads. Concrete finishers set the concrete forms, ensuring the correct depth and pitch. Key responsibilities include:

- Prepare the subgrade by levelling and packing prior to concrete work
- Levelling the surface of freshly poured concrete
- Operating a power vibrator to compact concrete
- Applying hardening and sealing compounds to cure the surface
- Waterproofing, damp-proofing, and restoring concrete surfaces
- Installing anchor bolts, steel, plates and related fixtures in freshly poured concrete
- Repair, resurface and replace worn or damaged sections of floors, walls, roads, and other concrete structures

**Salary range:** \$29.48 – \$35.52 per hour; average annual 1,500 hours including overtime: \$44,200 - \$53,330

## **DIRECTIONAL DRILL AND LOCATOR OPERATOR**

A directional drill operator sets up and completes drilling variable-sized, underground holes and pulls back required conduit. They may be required to operate machinery to drill wells at multiple angles rather than just horizontally. Key responsibilities include:

- Accurately reads and interprets project plans, diagrams and locates
- Safe set up of equipment including drill and water truck
- Operating horizontal directional drills
- Operators the locator to assist directional drill operator
- Confirming with locator bore path to drill
- Safe set up of equipment including drill and water truck
- Maintaining records for accurate daily drilling activities

**Salary range:** \$25.00 – \$36.00; average annual 1,800 hours including overtime \$45,000 - \$64,800