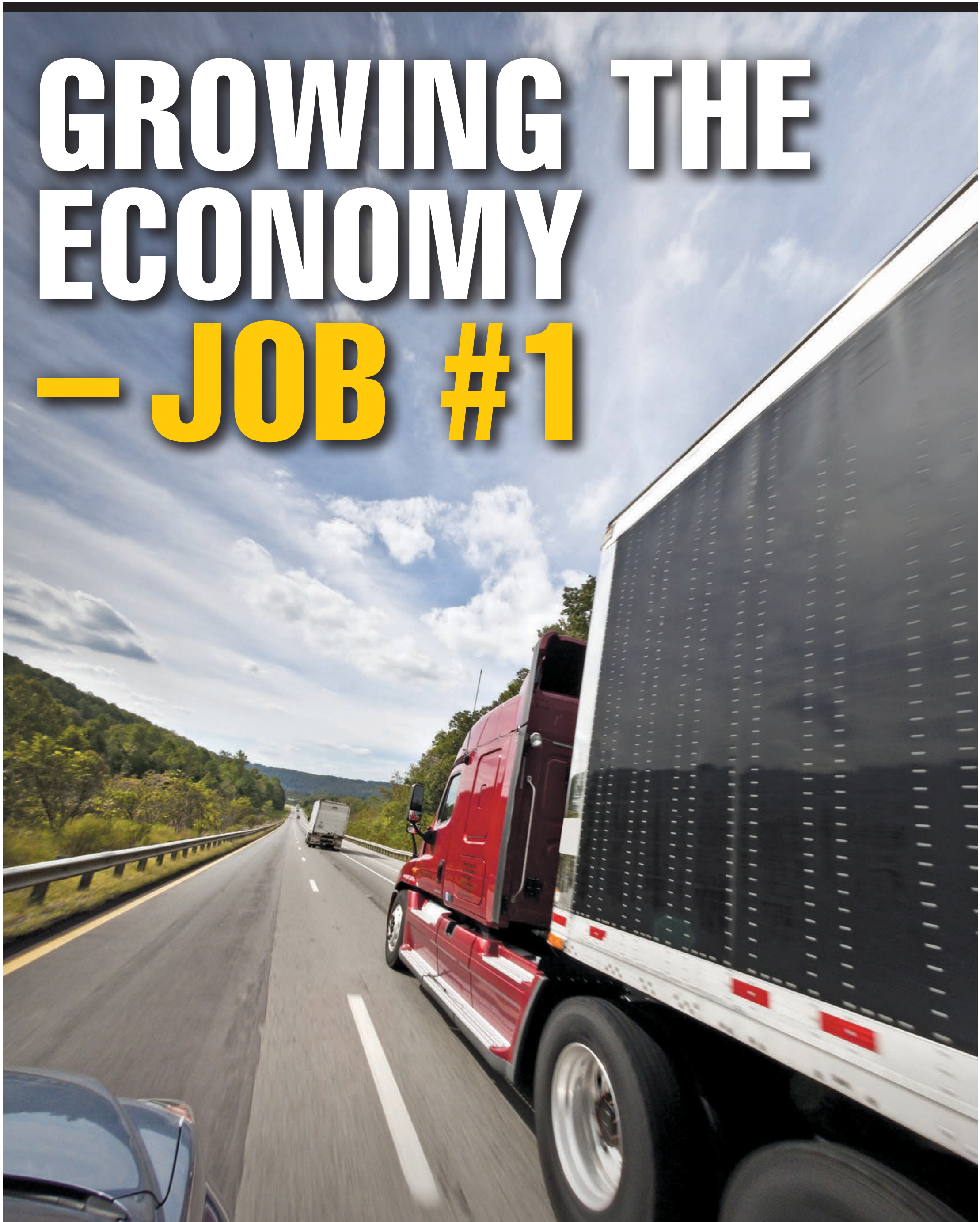




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PAGE 6



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Chris Lorenc is President and CEO of the MHCA and the Western Canada Roadbuilders & Heavy Construction Association

Some big decisions by our political leaders have set Winnipeg and our province up to compete for business, across the globe.

It is an exciting time, not just for business owners, but for Manitobans looking to turn the job into a career; for high school students eyeing their prospects for building a life that will allow them to stay here, near family and friends.

Manitoba has struggled to retain residents, but some key investment signals from both the city and provincial governments will help set up our economies for real growth, the kind of future that attracts new residents.

Top among the investments are:

- the agreement to get pipes in the ground at CentrePort Canada's southlands, unlocking a billion or more dollars in potential development
- design studies for widening Kenaston Boulevard and for the northwest extension of Chief Peguis Trail to link to CentrePort and Route 90
- twinning the Trans-Canada into Ontario, a bottleneck on our national highway
- upgrading the Perimeter to freeway status, reducing hazards and impediments to the smooth, seamless movement of goods and people.

It is hard to over-state the importance of these investments in Manitoba and Winnipeg's future.

For example: CentrePort Canada, fully built out, delivers more than 98,000 person-years of employment, and \$1.18 billion in tax revenue to the province alone. And, as North America's largest tri-modal inland port, it opens the gates to doing business - faster, cheaper, better - with the continent and beyond.

Manitoba sits at a conspicuously strategic spot in Canada. We have direct access to international trade gateways to the north and south, and we are the hub of moving freight east and west.

Trade supports 53% of Manitoba's economy.

So, getting our trade corridors, including our urban regional roads, upgraded, updated and seamlessly connected is critical to our economy.

The investments will spin off returns in multiple ways: new capital, new ventures, new Manitobans.

Equally important, the dividends, in

the form of revenues to governments, will flow to all citizens and help our communities address the serious issues of crime, addictions and homelessness. We all deserve to lead healthy, happy and productive lives.

Without growing revenues, we can't shore up our social programs, nor respond with initiatives to support the arts, to plant trees, upgrade parks and recreation facilities.

And there would be no money to build new lines of transit or lay down dedicated, separated paths so pedestrians and those cycling can get to their daily destinations safely and efficiently.

All of this was apparent in the recently approved City of Winnipeg budget that voted to move toward upgrading our trade corridors.

Premier Heather Stefanson has also put trade infrastructure investment at the centre of her government's economic growth strategy, with key funding announcements to highways, CentrePort and for municipal transfers.

It is good to see Broadway and Main Street collaborating on issues fundamental to economic growth, agreeing this province can do big things if we work to elevate our trade profile and productivity continentally and globally.

But we can't do it alone.

Moving goods to and from global markets demands the attention of a federal government that has a clear understanding of - and commitment to - the role trade plays in Canada's prosperity.

Trade generates 65% of Canada's GDP. Yet, Canada invests much less in trade infrastructure, compared to our closest competitors for global markets (see sidebar).

Many in Canada and abroad who rely on seamless, efficient trade transportation infrastructure don't think our country can deliver.

In 2008, the World Economic Forum's survey on trade infrastructure reliability ranked Canada 10th, reflecting a decade of strong investment in trade corridors.

By 2019, Canada fell to 32nd, behind Azerbaijan. A damaged global reputation allows our closest competitors to outsell us.

This is why five leading business groups are calling for a national trade infrastructure investment plan, to identify and strategically invest in the critical projects holding the highest return on investment - greatest boost to GDP.

The MHCA, through the Western Canada Roadbuilders & Heavy Construction Association, is working with the Business Council of Canada, Canadian Chamber of Commerce, Canadian Construction Association and the Canada West Foundation to gather political and business support for significantly increased investment, through a National Plan for Trade Corridor Infrastructure.

An investment in trade is an investment in our national economy.

That is why Premier Stefanson has committed to champion the need for a national plan for trade corridor infrastructure when the Premiers' Council of the Federation next meets in July in Winnipeg.

It's time to put trade, and trade infrastructure, back at the centre of Canada's economic growth policy. Our future rides on it.

Global trade: We're letting the competition eat our lunch

Canada's economy is more trade-dependent than most of our competitors* Trade accounts for 65 per cent of Canada's economy and supports 2.9 million jobs, yet we're cutting investment in the infrastructure that gets our goods to market.

We have to invest to compete.

*Canadian Centre for Economic Analysis

Canada's "reactive" approach to infrastructure investments is hurting our growth

- Canada's economy is more dependent on export than its competitors, yet invests much less in its trade infrastructure - at \$21B annually, it invests half that of Australia (with a similar economic profile)
- Dollar for dollar, nations with long-term, stable infrastructure investment strategies reap higher return to GDP than those countries with sporadic, or "volatile," investment approaches
- Canada's has a "reactive" approach to infrastructure investment; its volatility is 3.6 times more than its Western competitors for global trade
- Canada's investment volatility called "potentially its biggest barrier to export success"
- 30% of Canada's GDP is derived from exports; 18% of Canadian jobs are tied to exports
- Every additional \$1M invested in transport infrastructure supports 151 jobs across Canada, \$7.5M in wages and \$17M in export-related GDP activity
- 30% of business, across the sectors, consider infrastructure a barrier to exports



INVESTMENTS in TRADE INFRASTRUCTURE build on WINNIPEG'S LEGACY

Winnipeg was born as a centre of trade.

From the days Indigenous communities gathered at the meeting point of the Red and Assiniboine Rivers, through the era of York boats and Red River carts servicing Upper Fort Garry, to the establishment of the Winnipeg Grain Exchange and the growth of a thriving manufacturing sector, Winnipeg has been a place where products, people, and ideas intersect.

Winnipeg is thriving as as a vital transportation hub. Our strategic location in the heart of Canada - where railways, highways, and a 24-hour international airport converge - puts Winnipeg in a prime position to tackle the challenges and opportunities of maintaining global supply chains.

To drive even more growth and create new jobs in the logistics sector, the City of Winnipeg's 2023 budget invests in two transformative projects: a \$60 million commitment to bring servicing to CentrePort South; and, \$2.8 million to advance the extension of Chief Peguis Trail and the widening of Kenaston Boulevard.

I championed the funding for CentrePort South, when I was the city councillor for St. James. Now industrial and residential development of its 1,800 acres of land is set to begin, thanks to the \$60-million investment from the city and provincial support (a federal contribution is anticipated in the future).

This project will allow Winnipeg to directly benefit from the hundreds of millions of private investment pouring into CentrePort. At full build-out, CentrePort South is expected to create 16,000 new jobs.

The next generation of development at CentrePort gives added urgency to investment in our regional streets, which act as trade corridors.

To ensure the smooth movement of commercial and commuter traffic into and around CentrePort, we're refining the design and cost estimates for the extension of Chief Peguis Trail from Main Street to Route 90, and the widening of Kenaston Boulevard from Taylor Avenue to Ness Avenue. A return-on-investment study will be conducted to secure funding support from the provincial and federal governments.

The extension of Chief Peguis Trail is a game-changing project designed to improve traffic flow and connectivity in north Winnipeg.

Not only will this project enhance the movement of goods and services, but it will support the growth of neighboring communities. By easing traffic congestion and providing better access to existing businesses, the extension of Chief Peguis Trail will promote the establishment of new commercial ventures and create job opportunities for residents.

Similarly, the widening of Kenaston



Scott Gillingham was elected mayor of the City of Winnipeg in November after serving as councillor for St. James from 2014-2022.

Boulevard is a crucial link in Winnipeg's transportation infrastructure.

This major thoroughfare is the key artery for the movement of goods and people in the southwest Winnipeg. Capacity of this stretch of Kenaston has been static for decades, despite the addition of tens of thousands of new residents and significant new commercial and industrial developments in the area, acting as a bottleneck to commercial and commuter traffic.

The widening of Kenaston also supports the development of the Naawi-Oodena Indigenous economic development zone at the former Kapyong Barracks site. As the largest project of its kind in Canada, with up to 3,000 new residences and over one million square feet of commercial space, this initiative showcases Winnipeg's commitment to economic reconciliation and a more inclusive, prosperous future.

While improving the movement of goods is the primary driver behind the Chief Peguis Trail and Kenaston projects, they will also accommodate a significant expansion of Winnipeg's active transportation network. More than 10 kilometres of new separated pathways will connect residential, commercial, and industrial lands, providing safe, green commuting options for employees at CentrePort and additional recreational amenities for area residents.

The investment in CentrePort South and revitalization of Winnipeg's trade routes allows the city to forge new connections, stimulating economic growth and setting up lasting opportunities for its diverse and talented population.

These projects will bring immediate benefits to residents, businesses and our economy. But they also lay down a legacy for decades for generations to come.

We are building from our city's rich history as a trading center to pave a brighter, more prosperous future.



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Manitoba Commits to INVESTING IN TRADE CORRIDORS

Sustained economic growth built on expanding and diversifying Manitoba's trade profile is dependent on our trade-enabling infrastructure.

With trade accounting for two-thirds of our national GDP the role of transportation infrastructure in securing our economic well-being is critical.

However, in the last 10 years, confidence in Canada's ability to move goods to global markets has dropped. This national problem requires federal and provincial governments to act together to seize growth opportunities by investing in trade gateways and corridors.

Canada needs a national trade infrastructure investment strategy.

Our country has international trade agreements that open new markets, an Indo-Pacific strategy, and a growing domestic productive capacity to meet global demands.

Manitoba is taking actions to seize the opportunity to increase its role as a leading economic trade hub not only in our country but globally. To do so the province must capitalize on the benefits of trade and continue to strengthen the efficiency and reliability of our provincial highway, rail, aviation, and port systems.

Manitoba's highway system encompasses over 19,000 kilometres of provincial roads, over 1,650 bridges and overpasses, and 2,200 km of winter roads -- our economy is highly reliant on efficient and dependable highways. The provincial highway network enables Manitoba businesses and producers to procure goods and materials and export their production.

The Manitoba government's priorities and Manitoba Transportation and

Heather Stefanson is Premier of Manitoba and Chair of the Premiers' Council of the Federation

Infrastructure's mandate support a 30+ year vision to enhance a network of strategic transportation infrastructure connecting Manitoba to national and international markets. Our priorities include the Winnipeg One Million Perimeter Freeway Initiative, which will transform the Perimeter Highway into a fully access-controlled freeway to support the movement of people and goods well beyond 2035.

Our government has demonstrated our commitment to infrastructure investment through Budget 2023, Historic Help for Manitobans, by introducing a five-year plan, with a minimum investment of \$2.5 billion on highway capital infrastructure (\$500 million per year). Funding for the

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Construction of PTH 10/Daly Bridge in Brandon.
MTI photo

maintenance of Manitoba's highway and water infrastructure has also been increased by more than \$11.5 million.

Climate resiliency is another one of the identified key strategic investment categories. The department is currently undertaking several major projects to enhance the resiliency of critical trade corridors. Almost one-third of the \$4.1 billion, five-year plan is targeted towards building or upgrading infrastructure to withstand the impact of severe weather events and to prevent highway closures during major floods.

Expanding Manitoba's trade and commerce grid is another key priority. This initiative will strategically increase the kilometers of provincial highways built to support Manitoba's heaviest highway loading. The trade and commerce grid encompasses more than 7,000 km of provincial roads, representing 36.5% of Manitoba's all-weather provincial road network. Of the grid routes, approximately 86% now support heavy loading, with upgrades planned for the remaining 14%.

Provincial investments in the grid will result in immediate, short-term and long-term economic benefits for all Manitobans. Expanding the provincial highways capable of supporting maximum commercial truck weights will help create well-paying jobs. Decreasing the number of trips required to transport goods reduces transportation costs and greenhouse gas emissions. The completion of the grid will attract new industry and optimize the efficiency of supply chains.

Manitoba is home to CentrePort Canada, Canada's first inland port. Our provincial contribution of \$40 million will help support its growth and development while

initiatives such as the Rail Park reinforce our vision to make Manitoba a true national and international trade hub.

Northern Manitoba's success is essential to our province's long-term economic sustainability and leading the development of Western Canada's northern trade corridor from the Rockies to Hudson Bay. Manitoba's vision and strategy to invest in northern economic trade routes forges a more prosperous future for northern communities and all Manitobans.

Manitoba is contributing \$74 million in capital support over two years for the Arctic Gateway Group to aid significant upgrades to the Hudson Bay Railway, a vital transportation link in northern Manitoba. Our government is also looking at other northern-based multi-utility corridor proposals leading to Hudson Bay, at the request of, and in partnership with, Indigenous communities to support economic reconciliation.

Manitoba's economic prosperity is intrinsically linked to our provincial highway network. The province's commitment to strategic infrastructure investments, the Winnipeg One Million Perimeter Freeway Initiative, climate resiliency and the trade and commerce grid will improve the efficiency and reliability of our road-based supply chains.

Canada's premiers know the importance of trade and infrastructure and its role in growing the economy and each is addressing priorities within their own province.

What is missing is a national strategic plan. Together with the federal government we can revitalize our trade enabling infrastructure to benefit from the opportunities before us.







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Bayview Construction on the Pembina Highway dedicated cycling lane.



Phil Hossack photos



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The work of the heavy construction industry is vital to getting people, day in and out, to their jobs, school, appointments and activities. We build and repair the transportation systems upon which people and the economy move.

Our industry supports smart investment in multi-modal transportation.

That's why the MHCA has encouraged the City of Winnipeg to adopt a stand-alone funding strategy dedicated to active transportation routes. Such a strategy could be modeled

on that produced for the local and regional street renewal program, starting in 2013.

Funding for trails and cycling lanes comes from an annual budget, voted on yearly by Council. While there is a 25-year strategy for what we want our active transportation system to look like, there is not that same long-term, strategic financing scheme to ensure the money flows, as envisioned.

The street repair budget is funded by a strategy and a revenue source – 2% annual property tax hikes go to

ensuring the program sees a steady flow of cash, to make sure we progressively fix our roads.

The same thinking should support our active transportation strategy and network, such as dedicated cycling lanes.

We all deserve to get where we're going, every day, safely and efficiently by whatever means we choose. This principle underlies MHCA's advocacy and our industry's commitment to serving our cities, towns and residents.



Phil Hossack photo



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Phil Hossack photos (above)



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The CentrePort Canada Rail Park will be a game-changer in the transportation and logistics sector for Manitoba and Canada.

With its strategic location, state-of-the-art infrastructure, and efficient connectivity, the rail park is poised to enhance Canada's competitiveness in the global market and generate significant economic benefits for the province and the country.

Focus Equities Inc. was named in March, 2022, developer of CentrePort Canada Rail Park, a 665-acre rail hub located in the heart of North America's largest trimodal inland port and Foreign Trade Zone.

The rail park, in the RM of Rosser in the Winnipeg metro region, will facilitate the movement of goods between road, rail and air to provide a range of value-added services such as warehousing, distribution and customs clearance, and with potential to attract interest from diverse sectors including manufacturing, logistics and mining.

"Winnipeg offers companies engaged in global supply chain activities a service that they cannot get anywhere else in Canada, and perhaps North America – location, affordability, a keen workforce, a tremendous amount of existing government infrastructure, and the full support of the Province of Manitoba," says Ken Mariash, owner of B.C.-based Focus Equities.

"The rail park is attracting businesses from around the world to be located in our sustainable and innovative transportation hub."

Manitoba has a diverse economy and a keen, affordable workforce, Mariash adds. The rail park is expected to create thousands of direct and indirect jobs.

When the entire rail park is complete in 10 to 15 years, the economic spin-off could be as high as \$1 billion, he notes. Phase 1 will consist of nine or 10 lots ranging from 10 to 50 acres. The company is set to announce its first tenants soon.

Uniquely positioned to leverage Manitoba's geographical advantage at the centre of Canada, the rail park is situated between major North American trade corridors with the Trans-Canada Highway and Winnipeg Richardson International Airport each just minutes away. It also has access to three Class 1 railways, with CN and BNSF available through federal inter-switching, and direct access to the soon-to-be renamed Canadian Pacific (CP).

With CP and Kansas City Southern newly merged to create Canadian Pacific Kansas City or CPKC, it will become the first single-line railway in North America to link Canada, the U.S. and Mexico. It is expected to create synergies that will further enhance North America's transportation network and enable businesses to reach new markets.

Coupled with the rail park's strategic location and efficient connectivity, businesses will be able to transport goods more efficiently and cost-effectively.

"Ken Mariash's vision for the rail park is to create a world-class rail hub that will further transform the transportation and logistics landscape of Canada," says Aimee Goyer, CentrePort Managing Director and Executive Director, Marketing and Communications.

"The federal government's recently announced \$18 million toward the construction of the CentrePort Canada Rail Park is a significant financial endorsement," Goyer says.

"It signifies just how substantial the project is in terms of its ability to connect and grow industry in Manitoba and Canada."

Businesses will have the freedom to ship goods with the rail company of their choice to deep-water ports on the east and west coasts of Canada, making it an ideal gateway for international trade. The efficient transportation of goods reduces costs and increases competitiveness, enabling businesses to reach new markets and customers.

Mariash has a proven track record of developing successful projects in the real estate and logistics sectors.

He has been involved in several major projects in Canada and the U.S., including build-to-suit experience with Fortune 500 companies such as IKEA, Walmart, Loblaw's, and industrial companies such as Worley Parsons, Kuehne + Nagel, and Canadian Freightways.

Mariash's commitment to sustainability and innovation is evident in the CentrePort Canada Rail Park's design, which incorporates energy-efficient technologies, green spaces and multi-modal transportation options.

Focus Equities' goal is to create a hub to attract businesses from around the world, driving economic growth, job creation and innovation in Manitoba and beyond.

For more information on CentrePort Canada Rail Park, contact Chris Reiter, Sr. Development Manager, at creiter@centreportrailpark.com.



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Footprint of the CentrePort Canada Rail Park
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AFTER AN INJURY:

Returning to work when able, ready



Jessie Weir is THE MHCA WORKSAFELY® Education Programs Coordinator



The heavy construction industry has made significant strides over the past decades in keeping workers safe, on the job site.

But injuries do occur. Numerous programs are triggered when a worker is hurt, and one of them is a focus on ensuring an employee returning to work is appropriately supported.

A return-to-work plan is the newest addition to the long-standing suite of safety and health programs held by companies working in heavy construction. Many companies are still developing a return-to-work plan, which could include working with WCB or MPI claims, and it can sometimes be a frustrating process.

MHCA's WORKSAFELY® now offers companies help to navigate this often difficult and lengthy process. The Disability Management Program course, developed

by MHCA Safety Advisor Randy Olynick, saw its first class March 16, with a full turnout of 15 participants — demonstrating just how important this issue is for employers.

"The course explains exactly what a disability management program is, how it applies to a company and what that company can do to alleviate some of the pressure it causes," describes Olynick.

Don Hurst, Director of WORKSAFELY® Education and Training, said they saw a need for developing appropriate return-to-work programs to better assist the industry.

"We focus a lot of our attention on prevention of illnesses and injuries in the workplace, but this course acknowledges we can better manage the whole process that kicks in when an incident occurs, and, particularly, what we can do better to help that worker return to work safely and productively," explains Hurst.

As much as disability management is about managing when an employee is injured, it also is about addressing issues that lead to workers getting hurt.

Return-to-work programs encourage safe work, to avoid injuries and illnesses in the first place.

"Workplaces have their COR® safety program managed, but disability management and having an appropriate return-to-work program is needed to reach the next level," Olynick states.

Returning to work can look different for many individuals and can include:

- Going back to full duties
- Adjustments to work duties
- Reduced work hours
- Starting a new role

Return-to-work programs help workers get back to safe and suitable work, while reducing financial costs for the employer and the worker.

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Colin Corneau photo

SLOW DOWN:

that road construction site is our “office”

On the drive home, we've all had to slow down at some point in our commutes when there is construction happening on the road.

What is often overlooked, in the desire to get through the delay, is that motorists are actually driving through a construction worker's "office."

Distracted or careless drivers are among the biggest threats to the safety of construction workers.

Construction workers are working day in and day out, sometimes sun up to sun down, to fix our roads or repair the water and wastewater pipes. They deserve to be safe, to get home healthy and well at the end of the day, just like everyone else.

Mike Burtnick, Safety Manager of Maple Leaf Construction, says the biggest struggle for the company's flaggers is distracted drivers.

"We see distracted drivers everyday driving through our

work zones, which is a threat to themselves and an even bigger threat to our workers."

The hazards include drivers who are on their phones or just impatient, making their way through a construction zone, he says.

From construction laborers to workers on equipment, all the way to flaggers, the hazards of distracted drivers are present for all.

Flaggers are trained to direct traffic, while leaving themselves an escape route, should an emergency occur.

"We're doing our part as an industry with training and educating our workers on the dangers of the road," Burtnick says, adding: "Are you doing yours by driving safely?"

Burtnick describes the role of a flagger as "an important, but stressful job," and asks that the next time you drive through a work-zone, you are patient, respectful and acknowledge that this is construction workers' workplace.

"Our workers would never come to your workplace and create hazards to you and your co-workers," Burtnick states. When you are driving through a construction zone, always remember to:

- Slow down and obey the posted speed limit
- Comply with the directions given by the flag-person
- Keep a safe following distance between other cars, construction workers and equipment
- Expect delays; plan for them and give yourself adequate time to reach your destination on time
- Use extra caution around machinery as they have blind spots; don't always assume they can see you
- Stay calm and patient; everyone wants to get some safe at the end of the day

Remember to stay focused and alert driving through constructions zones this season. And always pay attention and abide by road signs.



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Colin Corneau photos



Jessie Weir is THE MHCA WORKSAFELY® Education Programs Coordinator

Skilled labour shortages and recruitment challenges are hitting the heavy construction industry like many other sectors, something underscored by a survey of our aging workforce the MHCA conducted last fall.

The survey, taken last August, found the average age of workers among responding companies was well into the 40s at a time when companies are looking at aggressively hiring to meet industry needs in the next five years.

John Highmoor, President of Tri-Core Projects Ltd., knows the challenges companies in the industry are up against when it comes to recruiting.

"Our workers typically work long days and, in all elements, and that work is not for everyone," says Highmoor, who also serves as Chair of MHCA's WORKFORCE Development Committee.

"However, there are great opportunities for those who join our industry. The job sites and types of work are fast paced and always changing, keeping the work interesting. The wages are very competitive, there are lots of opportunities to work overtime and great opportunities to advance your career."

The industry workforce is aging, so companies are always looking for new talent. These opportunities range from entry-level to senior management positions.

"Our long-standing employees are aging out," explains Highmoor. "The workload for them isn't as easy as it was 30 years

ago. We're looking for workers who want to start immediately and get into a long-lasting career."

What is great about the heavy construction industry is a new hire can start as a labourer, without prior experience. While gaining valuable work experience and a pay cheque, a new worker gets in-house industry training, including necessary education on health and safety.

With some effort and dedication, most workers find there is a natural progression to more senior and lucrative roles within the company or the industry.

Don Hurst, Director of WORKSAFELY® Education and Training, uses the expression "you can earn while you learn," which literally describes the industry. You can maintain a good-paying job while you are learning the skills to be able to advance within.

In order to recruit more workers, the industry is attending a variety of career fairs to spread the word that heavy construction is actively hiring. In July 2022, MHCA attended Manitoba Start's open job fair, speaking to Ukrainian refugees.

A number of job fairs are popping up at the school-aged level to demonstrate the many opportunities that heavy construction can offer after high school.

MHCA also attended a job fair hosted by Construction Association of Rural Manitoba and Assiniboine Community College in March to show students at various levels what our industry has to offer.

In response to the skilled labour shortage, MHCA established the Workforce Development Committee in March 2022 to develop a strategy to address the recruitment challenges and assist industry companies in attracting, developing and retaining a skilled and diverse workforce.

Highmoor, who is especially passionate on this initiative, stepped into this role in January 2023, succeeding JC Paving Vice-President Tony Teixeira, who moved to lead the Board's Winnipeg Committee.

MHCA will build on the work begun in 2022 to continue to address critical skills shortages and meet emerging industry needs.



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ago. We're looking for workers who want to start immediately and get into a long-lasting career."

What is great about the heavy construction industry is a new hire can start as a labourer, without prior experience. While gaining valuable work experience and a pay cheque, a new worker gets in-house industry training, including necessary education on health and safety.

With some effort and dedication, most workers find there is a natural progression to more senior and lucrative roles within the company or the industry.

Don Hurst, Director of WORKSAFELY® Education and Training, uses the expression "you can earn while you learn," which literally describes the industry. You can maintain a good-paying job while you are learning the skills to be able to advance within.

In order to recruit more workers, the industry is attending a variety of career fairs to spread the word that heavy construction is actively hiring. In July 2022, MHCA attended Manitoba Start's open job fair, speaking to Ukrainian refugees.

A number of job fairs are popping up at the school-aged level to demonstrate the many opportunities that heavy construction can offer after high school.

MHCA also attended a job fair hosted by Construction Association of Rural Manitoba and Assiniboine Community College in March to show students at various levels what our industry has to offer.

In response to the skilled labour shortage, MHCA established the Workforce Development Committee in March 2022 to develop a strategy to address the recruitment challenges and assist industry companies in attracting, developing and retaining a skilled and diverse workforce.

Highmoor, who is especially passionate on this initiative, stepped into this role in January 2023, succeeding JC Paving Vice-President Tony Teixeira, who moved to lead the Board's Winnipeg Committee.

MHCA will build on the work begun in 2022 to continue to address critical skills shortages and meet emerging industry needs.



A CAREER for YOU in HEAVY CONSTRUCTION

Construction starts with shovels in the ground, and that can't happen without well-trained, skilled workers.

GENERAL CONSTRUCTION WORKER

Skilled construction workers are trained to perform a wide variety of manual labour. Responsibilities include:

- Working with specialized crew members, such as concrete finishers, pipelayers or equipment operators
- Pre-check, operate and maintain small, powered equipment and hand tools
- Rigging and hoisting activities
- Loading, unloading construction materials
- Digging, spreading, and levelling of dirt and gravel
- Ability to lift 30kg (66lbs) on a regular basis

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

HEAVY EQUIPMENT OPERATORS

Heavy equipment operators are trained to operate equipment for construction and maintenance of roads, bridges, sewer and water installations:

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
- 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 quarries or construction pit
- Articulated rock trucks to transport materials in off-road conditions

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

CONCRETE FINISHER

A concrete finisher is a skilled occupation that places, finishes and protects poured concrete, and repairs concrete in engineering and construction projects. This includes setting the concrete forms, ensuring the correct depth and pitch:

- 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

CLASS 1/LOW-BED OPERATORS

Class 1/Low-bed operators are trained operate a truck with a box-trailer, lowboy or flat trailer to move heavy equipment and construction materials:

- Operate primarily tractor-trailer, long-combination vehicle and straight-body trucks weighing over 4500 kg to transport goods and materials
- Loading and transporting heavy equipment and materials safely and efficiently on public highways and at site
- 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

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



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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:

- Accurately reads and interprets project plans, diagrams and locates
- Safe set up of equipment including drill and water truck
- Operating horizontal directional drills
- Operates 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

PIPELAYER

A pipelayer is a skilled occupation for assembling/connecting pipes water main, sewer and drain pipes. They understand the proper alignment and grades of pipe installations and ensure trenches are excavated to proper line and grade:

- Understand the existing utility locates in and around your work area prior to excavating
- Install piping, fittings, valves, catch basins and manholes using tools, such as transit levels, grade rods and levels
- Connect multiple pipes by butting method for PVC pipe and/or fusing method for HDPE pipe
- Assure proper backfilling materials and processes
- 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

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

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Colin Corneau photo



Jessie Weir is THE MHCA WORKSAFELY® Education Programs Coordinator

Personal Protective Equipment: NOT JUST FOR WORK

As spring approaches, many of us are eager to get outside to start that yard project we've been dreaming of. With that in mind, personal protective equipment (PPE) is often forgotten.

When folks think of PPE, they usually think of construction sites and hard hats, but PPE is for these at-home projects as well.

PPE is equipment worn to minimize exposure to hazards that cause serious injuries and illnesses. This can include gloves, safety glasses, steel-toed boots, earplugs or muffs, respirators, coveralls or high-visibility vests.

Hazards in your home or in the yard include:

- Excessive noise from power tools
- Dust and debris from cutting drywall
- Flying and falling branches from yard clean-up
- Blades on equipment or lawn mower

The hazards are numerous and some, unforeseen.

Even something as simple as gardening still requires PPE, namely, gloves. This can protect your hands against cuts, soil, insect bites and skin irritants.

Although the most common gardening injuries include cuts and scrapes, other injuries can occur from the lawn mower, tools and using improper body mechanics, especially when lifting heavy loads.

Another common hazard from working in the garden can be heat stress, on those hot summer days. It's important to stay out of direct sunlight and take breaks when needed.

You need to know how to protect yourself. "Just mowing the lawn, for example, can be hard on the ears and dangerous to the feet," explains Delaney Gall, Safety Advisor at WORKSAFELY®.

Protect your hearing with ear muffs and

your feet with steel-toe boots, Gall advises.

"PPE is fundamental to construction safety, but it's also important for those at-home yard projects," he says. "Whether you're pulling out the lawn mower, chainsaw or the hammer, you should reach for PPE first."

Gall mentions that we often use the same tools and equipment at home as construction workers would on the job-site.

"Think about what you do at home that construction workers also do. This could include changing a tire, using a circular saw, a garden tractor, or even cutting drywall and being exposed to dust and debris – same hazards, just a different place," states Gall.

PPE is your last line of defense, whether at work or at home.

Use proper PPE, follow safe work procedures and protect yourself and your family this season.



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CLICK before the shovel hits the ground

As eager as we all are to get out in the yard and start our spring projects, we should be mindful to start with the first, most important step: "clicking" before we dig. Click Before You Dig MB is the first step to a safe excavation.

April is national Dig Safe month. No matter the size of the project, if it involves digging, everyone – homeowners, businesses and contractors alike -- must locate and mark any underground cables and utility pipes.

Click Before You Dig MB makes this easy.

Click Before You Dig MB is a free service brought to you by the Manitoba Common Ground Alliance (MCGA) and its members. This service looks for underground utilities or buried cables and notifies the registered utility owner of your intent to dig.

Whether you are putting in a new pool or installing a fence, you must use Click Before You Dig. Once you know what is below, you must follow the utility locates provided to you.

"The information shared between the utility owners and excavators is crucial to ensure the project goes as planned," says Rob Morrison, co-chair of MCGA. "Once locates are completed which includes paint, flags and a clearance document, digging instructions are also shared to provide direction on how to proceed safely.

That bit of extra time to review all the information and compare against the 'markings on the ground' goes a long way to ensure a safe excavation, Morrison says.

"Guessing is not a good way to start any project, especially when digging."

Any time you're looking to plan a project that requires an excavation, Click Before You Dig MB should always be the first step, he stresses. "It just makes sense."

Some projects that involve using Click Before You Dig MB include:

- Installing a fence
- Planting a tree
- Putting in a new deck
- Any landscape projects involving a shovel

The process is kept simple to encourage homeowners to get into the habit of "clicking" before they dig.

Jackie Kent, co-chair of the MCGA, describes the process of Click Before You Dig as "quite simple."

"Once a request is made, utility owners will visit the site to mark underground cables or pipes in the area of the proposed dig," says Kent, HR Manager at E.F. Moon Construction. "Once marked, they will send you records which will indicate where and what is underground, so you can avoid that location once you start your project."

Manitobans are encouraged to learn more about Click Before You Dig Manitoba and how simple it is to request a locate.

To arrange a locate, visit Click Before You Dig Manitoba at clickbeforeyoudigmb.com, and find out just how simple this process is!



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