

Together, for a safer future



Merging our strengths



WHO WE ARE AND WHAT WE DO

The BC Construction Safety Alliance is a not-for-profit association that provides programs and services to over 39,000 construction companies. The primary voice for construction safety in BC, we are funded by industry and governed by a Board of Directors whose members are representative of all sectors of the industry. WorkSafeBC, our primary partnering agency, is also represented on the Board.

The BCCSA is the outcome of an amalgamation in 2010 of the Construction Safety Network (CSN) and the Construction Safety Association of BC (CSABC). Worker safety is our number one priority.

MISSION, VALUES, AND VISION STATEMENTS

Our Mission

To build and promote a positive safety culture with construction industry stakeholders in British Columbia.

Our Core Values

- Safety is everyone's responsibility;
- Openness and transparency in our industry relationships and our day-to-day operations is essential;
- Collaboration between employers regarding workplace safety is crucial;
- Injury prevention, education, and management are critical components of our work; and
- Creating and maintaining partnerships with WorkSafeBC and other construction industry stakeholders is vital.

Our Vision Statements

- Reduce injuries;
- Ensure injured workers return to meaningful work as early and safely as possible;
- Ensure BCCSA is known by stakeholders as the leading safety resource for the construction industry; and
- Be respected and valued by the construction industry as an organization that is easily approachable by and provides excellence in service to its members.

BOARD OF DIRECTORS

Wayne Fettback, Board Chair
Western Pacific Enterprises

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Lafarge Canada Inc.

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McNiven Masonry

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Leah-Ann Maybee
Omicron

Don Schouten
Ex Officio, WorkSafeBC

Doug Dufault
Parkwood Construction Ltd.

Ken Morland
Sterling Crane Ltd.

SUPPORTING ORGANIZATIONS

- Aggregate Producers Association of British Columbia
- BC Ready-Mixed Concrete Association
- BC Road Builders & Heavy Construction Association
- British Columbia Construction Association
- Canadian Home Builders' Association of British Columbia
- Construction Labour Relations Association of BC
- Council of Construction Trade Associations (BC)
- Independent Contractors and Businesses Association

PARTNER: WORKSAFEBC



COMMITTEES

- Asphalt Technical Advisory Committee
- Aggregate Producers Safety Committee
- BC Common Ground Alliance Committee
- COR Technical Advisory Committee
- Ready-Mixed Concrete Safety Committee



TABLE OF CONTENTS

Message from the Chair of the Board	4
Message from the Executive Director	5
Message from WorkSafeBC	6
Part 1: A Fundamental Change for the Industry	7
Part 2: The Year in Review	14
Part 3: Financials	22



A MESSAGE FROM THE CHAIR OF THE BOARD

Wayne Fettback



A MESSAGE FROM THE EXECUTIVE DIRECTOR

Mike McKenna

Now I can sleep ””

Mike McKenna reminded me recently that this is what I said after the amalgamation between CSN and CSABC was finally completed. I wanted to help create a new safety association, and getting there did involve a few sleepless nights because we had to get past so many years of bad feelings and mistrust. It was no secret that the two organizations didn't like each other much. Neither was it a secret that we could no longer have two construction safety associations doing essentially the same thing. This was a merger whose time had come.

The idea of a merger had been raised a few years earlier, but there were too many people and personalities involved. What made the difference in 2009, when we began the process again, was the decision to form a merger transition committee made up of two representatives each from CSABC and CSN. That was when we realized that no one had horns growing out of their head and that we had more in common than we thought. There were plenty of good discussions and lots of give-and-take, and even a scary moment at the end, when a few people got cold feet just as we were nearing the finish line.

But we prevailed, and the result of our work and that of so many other groups, individuals, and organizations — including WorkSafeBC — who assisted from the sidelines, is a unified association that represents all sectors of our industry and is moving us forward.

Not everyone agreed with the merger, and there are still those who have their doubts. But I am not alone in saying that I have every confidence in the Alliance, given the leadership and vision of Executive Director Mike McKenna, his excellent team of managers and staff, and the good will of the industry that has also been an outcome of the merger.

In this annual report you will read about the amalgamation, including stories from those who were closest to the action and who contributed from the periphery. You will also read about BCCSA's accomplishments in 2010, which included continuing to deliver a high level of service despite all that went on during and after the merger.

In closing, I want to thank everyone who helped me sleep at night: Board members, management, and staff of CSN and CSABC, and in particular, Stephen Torrence (CSN) and Cathy Lange (CSABC); the many industry supporters who assisted the amalgamation process; and Don Schouten from WorkSafeBC. I especially want to thank John van Dyk, my counterpart on the transition committee and a "can do" guy who displayed great faith and leadership in getting the job done.

Wayne Fettback

A unifying force

Unity. It's a word I've contemplated a lot as I think about the inaugural year of the BCCSA. Unity was the underlying theme for all that occurred in 2010 for the BCCSA Board of Directors, staff, and myself. This was also true for the industry overall, as contractors in the road building, industrial-commercial-institutional, home building, aggregate, and ready mixed sectors all unified under the same banner: achieving the best in health and safety for the province's construction industry.

There was an incredible collective will to move forward and, after much effort on the part of former directors of the CSN and CSABC, in partnership with WorkSafeBC, the amalgamation of two associations was complete and the smallest to the largest contractors had a made-in-BC health and safety association.

We were presented with a unique opportunity in 2010 to create something from the ground up, building on the good work of the organizations that preceded us. We capitalized on that opportunity and now offer, under one roof, world-class programs and services that help give the women and men on BC's construction sites the best chance of returning home uninjured at the conclusion of their workday. Delivering those services is a dedicated team of professionals — some new, some existing — who are committed to providing practical yet innovative safety solutions to all of the 39,000+ employer members we serve and the 180,000 workers they employ.

Like the industry we work with and for, a "can-do" culture permeates all that we do. The achievements you will read about in this annual report, and the comments from those who are the recipients of our services, are testament to that approach.

The foundation for the future has been laid, and there are exciting and busy times ahead as we develop and operationalize new programs and services, such as our network of regional safety coordinators; and continue to fortify and expand the reach of existing programs, such as the Certificate of Recognition and Traffic Control. With the ongoing support of a unified industry, I have no doubt we will succeed.

In closing, I would like to thank the Board of Directors for their guidance and advice during the year; Don Schouten and his team at WorkSafeBC, and the staff at BCCSA, who have played such an instrumental role in our successes to date.

The road ahead has never been clearer.

Mike McKenna



A MESSAGE FROM WORKSAFEBC

Don Schouten

WorkSafeBC Manager of Industry and Labour Services - Construction

New alliance equals same commitment to safety

The amalgamation of the Construction Safety Network (CSN) and the Construction Safety Association of BC (CSABC) into the BC Construction Safety Alliance (BCCSA) has been a huge success. It produced a single, cohesive body that can be counted on to continue improving safety in the construction industry.

During the merger transition period, the dedication of many individuals and groups was undeniable. There were countless people that helped move the process forward and were committed to getting the job done.

Additionally, we must give credit to the people and organizations that work tirelessly to ensure safety is a priority on construction worksites. We need to especially acknowledge those who invest time sitting on boards of directors, being members of committees, or who otherwise make the effort to ensure their industries are even safer for workers and employers.

As someone who came from the construction industry, it gives me great confidence to see the passion and devotion of these individuals and organizations, many of whom I had

the pleasure of working with at the board level of both CSN and CSABC and as a member of the merger transition committee. It has been a privilege to work alongside you to promote safety in construction and I look forward to continuing that involvement via the new unified BCCSA.

We can see from the reduction in the injury rate over the last 15 years that the industry has come a long way when it comes to safety. Everyone who has worked to make that happen can be proud of his or her commitment to keeping workers safe, but we must keep building on the good work that has already been done. With your support, I know the BCCSA will be much more than a merger of two associations; it will be vital to ensuring that workers go home safely, every day.

Don Schouten

PART 1

A FUNDAMENTAL CHANGE FOR THE INDUSTRY



A MERGER WHOSE TIME HAD COME

A growing concern

In July 2010, the Construction Safety Network (CSN) and the Construction Safety Association of BC (CSABC) amalgamated to become the BC Construction Safety Alliance. The amalgamation process began late in 2009, on the heels of growing industry concern that having two safety associations was inefficient, costly, and counterproductive to ensuring the safest job sites possible.

The history of the CSN goes back to 2001, when the BC Road Builders & Heavy Construction Association formed the BC Road Construction and Maintenance Safety Association, which served primarily the road-building sector. In 2004, as the Association began expanding services to all of construction, the decision was made to change its name to the BC Road and Construction Safety Network, or CSN for short.

The two associations essentially competed for the construction safety marketplace

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The CSABC had been established in 2003 by the Council of Construction Associations, which had identified the need for a construction-specific safety association. Located in New Westminster, it offered services to all industry sectors.

While there were differences between the two groups (CSN, for example, had a traffic control program, while CSABC had a high-angle rescue program), there were also many similarities, including that both associations offered a WorkSafeBC-sanctioned Certificate of Recognition initiative, which helps companies develop a safety management program and provides annual incentive payments from WorkSafeBC; and both were funded via industry assessments.

Over the next several years, the two associations essentially competed for the construction safety marketplace. By all accounts, it was a time of rivalry, mistrust, and sometimes animosity that too often got in the way of serving the industry. While there was some movement toward a merger around the mid-2000s, there was insufficient support for such a venture at that time.



We were problem solvers

John van Dyk, P.Eng.
President,
Canadian Cutting and Coring Ltd.
BCCSA Board Vice-Chair,
Merger transition committee

I remember that one of the early merger-related sticking points was who was going to manage the new organization. We overcame a huge hurdle when the idea of hiring an interim manager for the transition period was accepted. We were then able to get on with the detailed planning process. Our stakeholders expected solutions, and the fact that we were construction people — problem-solving, get-it-done types — worked in our favour. I am confident about the future. BCCSA is becoming stronger; we have a new level of professionalism, at the board and staff level, and we continue to provide good programs and services.



We — not us and them

Terry Siklenka
Operations Manager,
Cairnview Mechanical Ltd.
BCCSA Board Secretary,
Merger transition committee

Being on the transition committee was an opportunity to make a contribution to the future of construction safety. We had to put aside our competitive instincts and take a common sense approach to each issue. It quickly became “we” — not “us and them,” which enabled us to work through some pretty tough meetings. That attitude spread through both Boards and in the end we had an organization we can all be proud of. I learned a lot about others and myself as I took part in this process. Good will and professionalism can go a long way when you all have a common goal.

A change in tune: Good will and cooperation

By the spring of 2009, a shift in direction had occurred as individuals within both organizations became more vocal about the need to resolve the increasingly unworkable situation. Joining the chorus was WorkSafeBC, which had been following the action closely and was concerned about both the highly charged atmosphere and the cost of

supporting two construction safety associations that provided similar services. In April 2009, then — CSABC Board Chair Wayne Fettback and his counterpart at CSN, John van Dyk, were asked if they would attend a meeting with WorkSafeBC representatives to revisit the possibility of a merger. Both men, who had been among the early proponents of amalgamating CSN and CSABC, agreed. At the meeting, the message from WorkSafeBC was clear: It didn't make sense to have two



Nothing but opportunities

Wayne Fettback
Owner/Purchaser,
Western Pacific Enterprises
BCCSA Board Chair,
Merger transition committee

I remember that meeting with WorkSafeBC, when we were asked to merge the two safety associations. We knew they were serious, and that we'd better succeed. We also knew that we were being given an opportunity to bring the best of each to a new organization. Dealing with all of the details of the amalgamation — deciding on a new name and logo determining the composition of the new Board, and so on — had its challenges, but it was also very rewarding. I was glad to be able to contribute and I see nothing but opportunities ahead for BCCSA.



Consensus and common ground

Stan Weismiller
President and General Manager,
Winvan Paving Ltd.
BCCSA Board Treasurer,
Merger transition committee

A key reason why this merger succeeded was because everyone on the transition committee agreed that only when we had consensus on an issue would we ask our stakeholders for feedback. We were expected to lead. Another reason was the high level of support the new Board of Directors gave to staff. They respected their experience and they made sure that they had the direction, resources, and leadership required to achieve the Board's targets. Board members and staff continue to work together and are making good use of our two histories to make a better and safer future for construction workers.



associations and it was getting much more challenging to justify their existence. With agreement that a merger was necessary, the group roughed out a set of draft principles to guide the amalgamation. These included:

- CSABC and CSN would continue to deliver their respective programs and services until the merger was completed;
- A transition committee to oversee the amalgamation would be established and would be comprised of two representatives each from CSABC and CSN (a WorkSafeBC representative would later be invited to take part in the meetings as well);
- The new safety association would have new offices, in order to ensure a fresh start for all concerned; and
- An interim general manager would be hired to oversee the day-to-day administration of the merger and manage the search for and eventual move to the new premises.

The two chairs reported back to their Boards, both of which realized the time to merge had come. Over the summer, they and the members of their respective organizations (with a little facilitation in some cases to keep the process moving!) weighed the pros and cons, and digested the implications of what would be a fundamental change for the industry.

Getting down to business

By Fall 2009, both Boards of Directors had signed a formal letter of intent to merge; accepted the guiding principles (which had been fleshed out by that time); and agreed to a

transition committee comprised of John van Dyk and Stan Weismiller from CSN and Wayne Fettback and Terry Siklenka from CSABC. Despite the previous rivalry between the two associations, the committee members discovered that they had more in common than not and — a few heated moments notwithstanding — worked very well together, arriving at all decisions and recommendations on a consensus basis. Over the next several months they attended to all of the logistics associated with creating a new association: establishing legal requirements and timelines; defining the new constitution, by-laws, and governance model; creating a strategic plan to secure funding; determining the organizational structure and staffing requirements; and harmonizing current services and programs while identifying new ones.

What's in a name?

One of the more challenging tasks during the transition period was choosing a name for the new association — a process that involved coming up with wording that would make a direct connection to construction and safety but would be distinctly different from that of the current associations. Several options provided by an outside design agency were considered, including BC Construction Safety Services, BuildSafe, Construction Safety Works, and even The Gryphon Safety Centre of BC (a gryphon is a mythical creature that is a symbol of protection). In the end, the group settled on the BC Construction Safety Alliance (BCCSA), which fit the criteria exactly: it was clearly about construction and safety, and the word “alliance” was both unique and symbolized



Don't get me started!

Jack Davidson
President,
BC Roadbuilders
& Heavy Construction Association

Thinking about the merger, I still feel twinges of regret about losing the CSN. We worked hard to put that association together and

it was a really good fit for us. But I must admit that merging the two groups did make sense for the long term, and a lot of people worked in good faith to make it happen. What I am pleased about is that the services the Road Builders developed are now available to all of industry.

I am proud of what we achieved, and it will be interesting to see how the new association builds on the groundwork we laid.



Focusing on the outcome

Manley McLachlan
President,
BC Construction Association

There was a lot of history leading up to the amalgamation, and all I did was keep people focused on the best outcome. The merger says a lot about the current state

of the industry and our attitudes about safety. That everyone involved overcame pretty serious issues is testimony to the desire to create safer worksites. A single safety organization is the most effective, efficient way to ensure workers are safe and go home to their families.

Focusing on training and the development of a safety culture across the industry is where we need to be.

the coming together of the two organizations. The group then reviewed over a dozen logo designs — some with wording only, some that included graphics of buildings in the background or different variations of hard hats — before agreeing on a combination of an acronym and full name in distinctive red and grey with a stylized hard hat in the middle.

The word “alliance” symbolized the coming together of the two organizations



Tears, fear, and joy

Tammy Oliver
Director of Operations, BCCSA

Thinking about the merger reminds me of a construction project that needs precise attention to detail and the ability to avoid many hazards. I saw the transition committee working

to create the best possible safety association, and the anxiety and stress that went along with keeping our services going while dealing with so many merger-related activities. It was a year of tears, fears, and joy, and I want to thank everyone with whom I worked — before, during, and after the merger — for all they have done.

By the end of 2010 we were at a new beginning, working together to ensure workers go home safely.



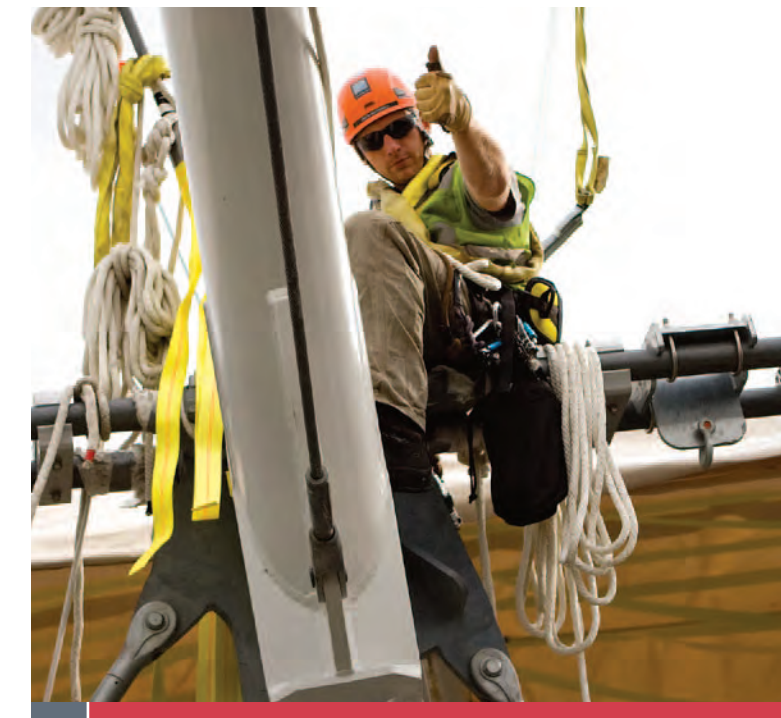
A good partnership

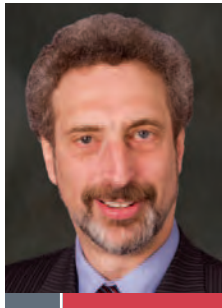
M. J. Whitemarsh
Chief Executive Officer,
Canadian Home Builders' Association of BC

Our organization supported the amalgamation because we had members in both of the safety associations. Our partnership with BCCSA has helped our

members to understand safety issues and regulations, and be in compliance with WorkSafeBC requirements. Staff members are knowledgeable and always ready to assist. So, nothing — except for it being easier to access services — has changed.

We look forward to another successful year with BCCSA as our partner in the delivery of timely safety information to our members.





Putting our differences aside

Phil Hochstein

President,
Independent Contractors
and Businesses Association

Our Board always wanted a merger because we had two organizations providing essentially the same service. It wasn't easy merging two organizations with differing cultures. Each group had its own ideas about what was important and how things should be done. But there was good faith on both sides in wanting to make it happen, and strong leadership. This amalgamation was a shining light of what our industry can pull off when we put our differences aside in favour of a common good.

We have a lot to be proud of and so does the BCCSA.



The key ingredient: trust

Grant McMillan

President,
Council of Construction Associations

I wasn't directly involved with merger negotiations, but I knew from experience that success would depend on members of the transition committee and their Boards learning to trust each other. That was the biggest issue, not the mechanics of the process. Most of us thought we were wasting resources as two organizations, and our Boards were telling us something had to be done. There was relief when the vote to amalgamate passed; that finally we were all on the same page.

We have the means to move ahead, and I think the best is yet to come.



"Why the hell do we have two?"

Clyde Scollan

President,
Construction Labour Relations
Association of BC

We wanted a merger because our industry was divided in an area where unanimity should have been a given: improving workplace health and safety. Before the merger, one of our members wondered what the difference was between CSN's and CSABC's COR programs. He came to the same conclusion as most of us eventually would: there was no difference. His next question was, "Well, why the hell do we have two, then?"

BCCSA gives our industry a stronger united voice and a consistent approach to improving workplace health and safety.



Culture shift

Carolyn Campbell

Director of Communication & Education,
BC Ready-Mixed Concrete Association

Our Association supports the BCCSA and its focus on creating a culture of safety. This culture shift is gaining ground, as growing numbers of BCRMCA members make safety a core value for businesses. The merger had challenges but it made sense. A key benefit is that it resulted in a single point of contact for our members looking for effective, sector-specific safety programs, products, and services.

We appreciate the professional staff and look forward to collaborating with them in the years ahead.

Business as usual

As the transition committee attended to the business of the merger, staff at CSABC and CSN continued with the business of providing member services. Led by Stephen Torrence, CEO of CSN, and Cathy Lange, Executive Director of CSABC, their day-to-day activities included many merger-related tasks, such as consolidating two sets of programs and services into one BCCSA organization that would offer the best of both; devising an operational plan and organizational structure; publicizing the

impending merger by advertising in industry and business journals; and jointly attending select trade shows and conferences. They also assisted interim manager Dorothy Barkley as she searched for new premises — another challenging activity that took months to complete. At one point, after considering a number of facilities, a lease was finally signed, only to fall through at the last minute. It was an intense and sometimes difficult time for staff, who were naturally anxious about how the future would unfold. It was also a time of pulling together, making the extra effort when required, and teamwork.

Substantial completion

By late spring of 2010, all of the components associated with the merger were either in place or were nearing completion. In early summer, at a hotel in Richmond, the CSABC and CSN Boards of Directors passed special resolutions to formally merge the two associations into one. By the end of August, after a long search, staff had a new home in New Westminster. Finally, in October 2010, following a Canada-wide search, Mike McKenna was hired as Executive Director to lead the new organization. After much hard work

and collaboration, BC's construction industry had a unified association that represented all contractors and was ready to move forward as the voice for construction health and safety in the province.

It was a time of pulling together, making the extra effort, and teamwork

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Safety is safety

Paul Allard

Executive Director,
Aggregate Producers Association of BC

The merger was inevitable. We weren't going to be allowed to have two groups competing for the safety marketplace. The decision to not allow supporting organizations to have ex-officio representation on the new Board was understandable, but I miss that level of involvement, as do some of my counterparts. That said, we now have a unified, efficient organization supporting safety program development.

We are moving in a positive direction. I am looking forward to creating programs that we can share with all industry sectors. After all, safety is safety.



Well served by one unified association

Dana Taylor

Chairperson,
Council of Construction Trade Associations

Like many other organizations in the construction industry, we are pleased with the merger of CSN and CSABC. Our Association has always had a strong focus on safety, which is among the many issues and considerations our members ask us to address on their behalf. We believe that the industry overall is better served by one unified safety organization.

We continue to support BCCSA and the valuable programs and services it provides.



PICTURED LEFT TO RIGHT AT A CELEBRATION TO MARK THE OFFICIAL OPENING OF BCCSA'S NEW OFFICES: Wayne Fettback, Chair of the BCCSA Board of Directors; Murray Coell, BC Minister of Labour; David Anderson, President and CEO of WorkSafeBC, and Dorothy Barkley, merger Interim General Manager.

PART 2

THE YEAR IN REVIEW

MANY AND VARIED ACHIEVEMENTS

A primary function of the BCCSA is the development, with industry, of programs and services that (a) focus on injury prevention; (b) help to create or enhance a culture of safety on construction sites; and (c) meet a diversity of needs among owners, managers, supervisors, and workers. To that end, BCCSA offers training, education, and safety resources; evaluates international best practices for possible adaptation in BC; and supports industry committees that focus on sector-specific considerations. Equally important is promoting and publicizing Alliance programs, services, and various other safety-related activities to the industry-at-large and the general public.

It was a year of challenges — both during and after the merger — as staff amalgamated two sets of programs, policies, procedures, best practices, and training and educational materials; created new services such as a website and newsletter; rebranded dozens of manuals and hundreds of other documents with the new BCCSA logo and colors; and attended to the many and varied requirements associated with the move to the new offices in New Westminster.

Throughout it all, a high level of member service was maintained. The following is an overview of activities during the year, which were in alignment with key goals and values identified by the Board of Directors during the transition period and formally adopted after the merger: reducing the rate and duration of injuries, promoting awareness of BCCSA as the leading safety resource for the construction industry in

BC, and creating value and respect for the Alliance within the industry by ensuring excellence in service provision and accessibility.

PROGRAMS

COR (certificate of recognition)

The flagship program of BCCSA is COR, versions of which are available for large and small (fewer than 20 workers) companies, who earn COR by successfully implementing a safety management system and passing a set of audit standards mandated by WorkSafeBC. There are two types of COR:

- **Health and Safety COR**, which is awarded to companies that implement and maintain an occupational health and safety management system that exceeds regulatory requirements; and
- **Injury Management/Return-to-Work COR**, which companies can obtain concurrently with H&S COR, for implementing and maintaining an injury management/RTW program.

The benefits of achieving COR are many. First, and foremost, contractors make a strong statement with regard to worker safety and the company's commitment to ensuring the safest and healthiest worksites possible. In addition, there



Staying on track

Anibal Valente, P.Eng.

*Vice President,
PCL Constructors Westcoast Inc.*

Our goal is to ensure that workers are safe and that we have a good safety management system in place. The yearly COR audit helps to keep us on our toes. Our workers know

that there is a plan that is supported by management. While a primary benefit of a COR is a safety culture, it also helps us to be more competitive. Clients who receive our bid see that we have COR and know that we will apply the same high standards for safety to their project.



The right mindset

Jeff Lyth

*Health and Safety Director,
ITC Construction Group*

ITC is an active supporter of the BCCSA, which gives our industry one association to enhance the achievements we have made in construction safety. As a 20-year construction safety professional, I believe the BCCSA has the right mindset and people at the right time to make a difference and lead our industry, and, indeed, our regulator, on the path to safety excellence.

are financial benefits that include incentive payments from WorkSafeBC that are calculated using a company's assessable payroll and the base rate for each classification unit (CU) for the incentive year.

In 2010, management and staff tackled the complex task of merging the COR programs offered by CSN and CSABC — a process that involved combining two large databases into one and retraining staff in the use of a new software program designed especially for the task, and rebranding all program-related materials. Meanwhile, hundreds of COR audits were processed in time for companies to receive their WorkSafeBC incentive payments for the year. Temporary personnel were hired to assist with this work, which involved detailed review, data entry, and reports for each audit. Strategic management was the key to ensuring an orderly workflow.



A higher standard

R. N. (Bob) Novak

*General Manager,
Gauvin 2000 Construction Ltd.*

We are proactive about safety, so when COR became available we enrolled to have our program judged against a higher standard. Based on our seven COR internal

and external audits, we have continued to improve our safety program. There are costs involved, but the positive difference it has made in terms of overall attitudes and job site practices is priceless.

In 2010, 119 companies received a COR certificate, bringing the total number of COR companies to 542 (405 large and 137 small).

Traffic control

As was the case for their colleagues who managed the COR program, traffic control personnel also contended with many merger-related challenges — reviewing, updating, and rebranding instructor materials — while continuing to meet regional training requirements.

For example, staff ensured full access to the Alliance's two-day standardized training course for traffic control persons (TCPs), which consists of classroom and practical training and is the only program of its kind accepted by WorkSafeBC. Successful participants earn a three-year certificate, which must be renewed at the end of the third year. There is one master trainer in each of four regions of the province.

Staff also maintained the Traffic Control at Emergency Scenes course. Intended for a broad scope of first responders (e.g., ambulance personnel, police officers) and compliant with WorkSafeBC guidelines for emergency scene management, the course consists of a 3.5-hour workshop and optional field training.

In 2010, 6,009 TCPs were trained, including 903 who renewed their certification, for a total of 20,485 who have received training since CSN developed the program in 2003. Another 179 individuals completed emergency scene training.

Also in 2010, BCCSA assumed (on a cost recovery basis) administration of the BC Fire Training Officers Association emergency traffic control program, originally administered by the BC Safety Council. All materials were rebranded and administrative procedures were issued to each department.



A shared cause

Vicki L. Skjeie

*Master Trainer,
South Central BC region*

I have been a Master Trainer since the start of the traffic control program. Although 2010 was a busy year for BCCSA, the TCP administrator continued to play an active role with us to ensure the best possible training. I believe that collectively we can make a difference. I look forward to continuing to work with BCCSA to achieve our common goal of safe and effective traffic control.



Showing you care

Brian Hayashi

*President,
NexBuild Construction Corporation
and CHBA Central Interior*

Raising the safety bar is tough, because worksites are a mix of permanent and transient, frequently young workers and sub trades in a cyclical industry. The COR program helps us keep them safe, thanks to a standard safety management system to identify hazards and a plan for how to address them. Having a COR shows you care about your profession, and in the long run it also increases productivity and reduces inefficiency.



Safety is just part of the job

Kelly Cudney

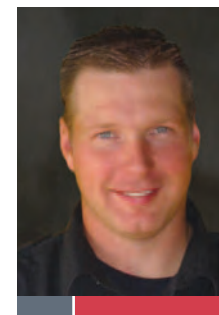
*Project Manager and Corporate Safety Officer,
Roofco Roofing Corp.*

We get a lot of benefits from having COR, but most of all our crews have made being safe a part of the job — something they just do. As a result, we never worry that we've missed anything when WorkSafeBC pays a site visit. I would recommend COR to others, not only because it helps to ensure worker safety, but also because I think we're moving towards the day when it will be a mandatory requirement in the industry. Those who don't have it will be playing catch-up.

Technical high angle rope rescue program (THARRP)

The Alliance provides funding to a range of BC fire departments to train personnel to carry out safe rescues of workers in tower cranes on construction sites or members of the general public in high-angle rescue situations.

In 2010, 33 departments participated in the program, and 138 trained fire fighters performed 27 industrial rescues (including on construction sites) and 119 rescues related to the general public. Total funding for the year for training, inspections, and other program-related expenditures, exceeded \$375,000.



Feeling good about a rescue

Rich Fryer

*THARRP Lead Instructor,
Victoria Fire Department*

The THARRP program enables us to work and train as a team and to have a skill that could make a difference to someone's life. High-rise construction puts workers such as crane operators and window washers in high-risk situations. I would highly recommend this program to other fire departments. It's a great feeling to be able to handle a high angle rescue call efficiently, effectively, and safely.

In other THARRP activities, committee members reviewed proposed revisions to the 2011 operating guidelines, which were mailed in December and added to the BCCSA website.



SERVICES

As managers and staff settled into the new premises, the decision was made to enhance service delivery by placing more emphasis on improving access to training and education and offering more personalized member services. This was considered to be critical for smaller companies who wished to implement a safety program or obtain a COR but often faced time and resource issues that inhibited them from using available services.

To that end, the department launched the Safety Management Training Initiative, a province-wide program designed to help companies strengthen and/or develop prevention programs. The program consisted of the following courses:

- **Foundations for Health & Safety Excellence** (for supervisors, managers, and others responsible for job site safety);
- **Owner's Orientation: Safety is Good Business** (for owners);
- **Principles of Health & Safety Management** (for owners, supervisors, and others responsible for job site safety);
- **Train the Safety Trainer** (for supervisors or anyone who delivers toolbox talks);
- **Principles of Injury Management** (for owners, supervisors, and anyone who handles claims management); and
- **COR Auditor Training** (for those who conduct COR audits).

In 2010, 44 courses were delivered via regional training facilities of the Independent Contractors and Business Association, the Vancouver Regional Construction

Association, several chapters of the Canadian Homebuilders' Association of BC, the Southern Interior Construction Association, the Vancouver Island Construction Association, and the BC Construction Association-North.

Staff also planned a number of other initiatives designed to be operational by 2011. They included the following:

- An injury management/return to work program that will offer personalized consulting services;
- A safety advisor service for companies in need of ready access to information on regulations, safety program development, and industry best practices; and
- Best practices for COR, silica exposure control, asphalt operations, and worker training.



An ongoing commitment

Graham Trafford
General Manager,
Mott Electric General Partnership

Mott Electric has been committed to COR since the beginning, and we have used the training and strategies to help us improve our safety statistics every year since.

It has helped us to ensure the health and safety of our workforce and to improve our bottom line and ability to compete. Many prime contractors and owners won't even consider subcontractors for their projects unless they have COR.



Maintaining our good record

Jake Bain
Supervisor,
West Rock Drilling Ltd.

We have never had a serious injury on our job site, but we still thought it was important to take the training offered by BCCSA so that we can maintain our good record. We want to do whatever we can to make sure our employees are safe on the job, and the COR program has been very valuable in helping us to do that.



Raising our awareness

JoEllen Stevens
Office Manager,
A.T. Maintenance Plus Contracting Ltd.

The COR program made us much more aware of the whole safety issue, and I really enjoyed taking the course. It's important for companies to review their safety programs to see what improvements can be made. Getting COR forces you to do that — in a positive way. I hope more people take the courses, because like us, they'll end up with a stronger company.

Construction safety training system (CSTS)

The CSTS is the only worker-specific safety program of its kind in BC and is acknowledged industry wide as an excellent learning tool for individuals who are either new to the construction industry or have not had formal safety training. The computerized program has 15 modules that explore various aspects of a job site, focusing on typical hazards and presenting associated prevention strategies. The BCCSA began to offer the course online, thus greatly enhancing access to the program (it can be taken from any computer with an Internet connection) and, accordingly, overall job site safety. The Alberta Construction Safety Association offers equivalency to BC participants who complete the course.

In 2010, 2,865 took the original CSTS, and another 190 completed the CSTS-9 in November and December.

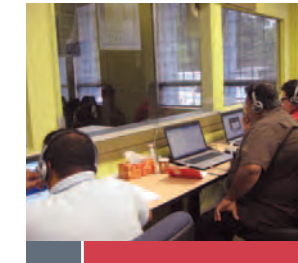
Construction safety specialist (CSS)

This initiative is designed for those who wish to enhance their safety management skills expertise and knowledge. In addition to receiving practical training in various construction safety management skills and principles, participants who earn CSS certificates via BCCSA are eligible to challenge the Canadian Construction Association's Gold Seal Construction Safety Coordinator program.

Support for committee activities

Another important role for the services department is ongoing involvement in and support of industry committees. The following is an overview of achievements in 2010:

- **The BC Ready-Mixed Construction Association Safety Committee** began developing a silica-exposure control plan that all members of the BCRMCA will be able to integrate into their individual safety programs. Members also addressed WorkSafeBC's proposed changes to concrete-pumper training regulations and provided input to ensure the changes fit industry needs. The committee, in conjunction with WorkSafeBC's Industry and Labour Services Department, also continued to sponsor the BCRMCA safety awards, an initiative that is an important means of acknowledging and encouraging good safety practices.
- **The Asphalt Technical Advisory Committee (ATAC)** began work on a silica-exposure control plan specifically for its members, and a job-task website with a supplementary online training matrix — two important tools to help determine employer and employee training needs and associated documentation.



It's really convenient

Rolf Bjornert,
Tri City Finishing Ltd.

Safety training isn't always convenient, and for small or medium companies, sending a worker to a safety course can have an impact on production. The CSTS course was online, so I could do it when I wasn't working and I could learn in small segments. The material was excellent, and it is easy to explain to management and workers when I recommend the course.

- **The Aggregate Workplace Safety Program**, developed in partnership with the BC Ministry of Energy, Mines and Petroleum Resources, made the decision to take the program on line to enhance access to the information and reach a wider audience of construction safety workers.
- **The BC Common Ground Alliance** completed their WorkSafeBC-supported Utility Locator Technician program, a 3-day course that established a standard for the industry.
- **The COR Technical Advisory Committee** met several times during the first half of the year to lay the groundwork for the merger. New audit tools were reviewed and revised, new rules for auditors were put in place, and the TAC composition was revised to better-reflect industry.



MARKETING AND COMMUNICATIONS

In 2010, a primary focus was on raising the visibility and recognition of BCCSA as the primary supplier of health and safety programming for the province's construction industry. Associated activities included the following:

- Developing briefing notes, presentations, brochures, and various other information materials for circulation;
- Consolidating and updating previous publications and materials and rebranding them in BCCSA's new logo and colors;
- Redesigning the promotional booth used at trade shows, job fairs, and other events;
- Creating a new COR logo;
- Launching a new website;
- Producing the first issue of the Hard Hat newsletter, which was distributed to 2,777 subscribers (the contest to name the newsletter generated over 150 submissions);
- Identifying mutually beneficial sponsorship opportunities with supporting organizations;
- Submitting news releases, advertising, articles, and other promotional and information materials to supporting organization newsletters and directories, as well as industry publications such as the *Journal of Commerce*, *Business in Vancouver*, *Construction Business*, and the *Sheet Metal Journal*; and
- Obtaining mainstream television and radio coverage in the Lower Mainland and the regions.

Management and staff also attended, presented at, or sponsored a range of events in order to promote the Alliance's presence and safety message. These included:

Industry and community campaigns

- Rock 101 safety initiative contest with WorkSafeBC
- Union Gospel Mission winter clothing drive
- Canadian National Institute for the Blind eye safety workshops
- British Columbia Institute of Technology Spring job fair
- WorkSafeBC Slow Down campaign

Annual general meetings and conferences

- BUILDEX
- Western Canadian Conference on Safety
- Aggregate Producers Association of BC (APABC)
- BC Ready-Mixed Concrete Association (BCRMCA)
- Independent Contractors and Businesses Association (ICBA)
- Construction Labour Relations Association of BC (CLRA)
- Canadian Homebuilders' Association of BC (CHBA BC)
- BC Road Builders & Heavy Construction Association (BCRBHCA)
- WorkSafeBC's Bridging the Gap

Awards ceremonies and sponsorships

- CHBA Central Interior Keystone awards
- CHBA Fraser Valley Awards of Excellence
- The Applied Science Technologists and Technicians of BC Technology awards
- The Lieutenant Governor's awards
- North American Occupational Safety and Health awards
- Builder of the Decade (sponsored by the BC Construction Association, ICBA, BCRBHCA, CHBA BC, BCRMCA and APABC)
- Vancouver Regional Construction Association (VRCA) Awards of Excellence

Regional meetings and dinners

- Various chapters of the Electrical Contractors Association of BC
- Masonry Institute of BC
- VRCA member dinners
- Various chapters of the CHBA BC

The goal was to raise BCCSA's visibility as the primary supplier of health and safety services

”



Everyone on the same page

Debra Dotschkat
Owner,
Glass Canada Inc.

I believe all companies should take the auditor training course and get COR certified. It helps to have all trades know what is expected of them and how they can maintain the safety of their workforce.



BCCSA Executive Director Mike McKenna with participants in the 2010 WorkSafeBC Slow Down campaign.



LEFT TO RIGHT: Geroy Simon of the BC Lions with BCCSA's Mike McKenna and Tammy Oliver at the Union Gospel Mission winter clothing drive. BCCSA was a sponsor.

A seamless integration

Deborah Cahill
Executive Director,
Electrical Contractors Association of BC

A successful amalgamation begins with leadership. There must be a vision for the future, a clear mission with key strategies and attainable goals, and the ability to stay focused on the task at hand. The seamless integration of CSN and CSABC was the result of such leadership. Staff from both associations stayed focused on strategy and process, and continued to provide support to the industry. I look forward to a continuing strong relationship with BCCSA in helping to ensure safe environments for our members.



A valuable sponsor

Brad Waghorn
Manager, Eye Safety Program,
CNIB BC/Yukon Division

The Canadian National Institute for the Blind is grateful for the continuing support from the BCCSA for our Eye Safety workshops for construction workers. Every day in Canada 200 workers sustain on-the-job eye injuries, the majority of which are preventable with proper eye wear and safety measures. Sponsorships from organizations like BCCSA make it possible for us to take our safety message to job sites throughout all regions of the province. Thanks and keep up the good work!

PART 3

FINANCIALS

INDEPENDENT AUDITOR'S REPORT

To the Members of BC Construction Safety Alliance:

We have audited the accompanying financial statements of BC Construction Safety Alliance, which comprise the statement of financial position as at December 31, 2010, and the statements of operations and changes in net assets and cash flows for the period then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of BC Construction Safety Alliance as at December 31, 2010, and its financial performance and its cash flows for the period then ended in accordance with Canadian generally accepted accounting principles.

Wolrige Mahon

LLP
CHARTERED ACCOUNTANTS
Vancouver, BC March 23, 2011

BC CONSTRUCTION SAFETY ALLIANCE

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS	For the period ended December 31, 2010
	2010
	\$
	(6 months)
PROGRAM REVENUE	
Certificate of Recognition (Schedule 2)	498,781
Safety Services (Schedule 3)	781,773
Traffic Control Program (Schedule 4)	237,882
High Angle Rope Rescue Program (Schedule 5)	424,500
Start up (Schedule 6)	265,000
	2,207,936
PROGRAM EXPENDITURES	
Certificate of Recognition (Schedule 2)	459,517
Safety Services (Schedule 3)	587,793
Traffic Control Program (Schedule 4)	230,832
High Angle Rope Rescue Program (Schedule 5)	393,071
Start up (Schedule 6)	211,226
Wind down (Schedule 7)	201,602
	2,084,041
Excess of revenues over expenditures before transfers and other items	123,895
Transfer to deferred contributions (Note 6)	(123,895)
Other income	
Interest income	13,073
Excess of revenues over expenditures	13,073
Net assets, transferred on amalgamation	26,692
Net assets, ending	39,765

BC CONSTRUCTION SAFETY ALLIANCE

STATEMENT OF FINANCIAL POSITION	For the period ended December 31, 2010
	2010
	\$
ASSETS	
Current	
Cash	1,625,161
Short term investments	1,287,899
Receivables	160,845
Prepaid expenditures	18,060
	3,091,965
Prepaid deposits	15,918
Property and equipment (Note 5)	142,273
	3,250,156
LIABILITIES	
Current	
Payables and accruals	507,047
Deferred contributions (Note 6)	792,244
Deferred revenue	1,835,500
Current portion of lease inducement	10,267
	3,145,058
Deferred lease inducement	65,333
	3,210,391
NET ASSETS	39,765
	3,250,156

Approved by Directors


Joe Wrobel


Wayne Fettback

BC CONSTRUCTION SAFETY ALLIANCE

STATEMENT OF CASH FLOWS	For the period ended December 31, 2010
	2010
	\$
	(6 months)
CASH FLOWS RELATED TO OPERATING ACTIVITIES	
Excess of revenues over expenditures	13,073
Adjustments for items not affecting cash:	
Amortization	16,817
Loss on disposal of property and equipment	52,980
	82,870
CHANGES IN NON CASH WORKING CAPITAL	
Receivables	(87,309)
Inventory	2,451
Prepaid expenditures	(7,460)
Prepaid deposit	(15,918)
Payables and accruals	382,098
Deferred contributions	123,895
Deferred revenue	1,835,500
	2,316,127
CASH FLOWS RELATED TO INVESTING ACTIVITIES	
Purchase of term deposit	(1,012,899)
Purchase of property and equipment	(151,202)
Proceeds from lease inducement	84,000
	(1,080,101)
Net increase in cash	1,236,026
Cash, transferred on amalgamation	389,135
Cash, ending	1,625,161

NOTES

For the period ended December 31, 2010

NOTE 1 GENERAL

On June 23, 2010, BC Road and Construction Safety Network (CSN) and Construction Safety Association of BC (CSABC) amalgamated to form the BC Construction Safety Alliance (Alliance). The Alliance is a tax exempt not for profit organization registered under the British Columbia Society Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with the Workers' Compensation Board of British Columbia (WorkSafeBC) to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES

Financial Assets and Financial Liabilities

The Alliance accounts for its financial instruments in accordance with Section 3855 of the Canadian Institute of Chartered Accountants (CICA) Handbook, Financial Instruments - Recognition and Measurement. This section requires all financial instruments to be classified into one of the following five categories: held for trading, held to maturity investments, loans and receivables, available for sale financial assets or other financial liabilities. All financial instruments are measured at fair value except for loans and receivables, held to maturity investments and other financial liabilities, which are measured at amortized cost. The section also specifies how financial instrument gains and losses arising from changes in fair value are to be recognized. Depending on the financial instrument's classification, changes in fair value are either recognized in net income or directly in the fund balances.

The Alliance has chosen to continue to apply CICA Section 3861, Financial Instruments Disclosure and Presentation rather than to apply Sections 3862, Financial Instruments Disclosure and 3863, Financial Instruments Presentation, as allowed by Canadian generally accepted accounting standards for not for profit organizations.

The Society has designated its financial instruments as follows:

Cash and short term investments are designated as held for trading and is measured at fair value.

Receivables are classified as loans and receivables and are measured at amortized cost.

Payables and accruals are classified as other financial liabilities and are measured at amortized cost.

Property and Equipment

Property and equipment are carried at cost less accumulated amortization.

Amortization is calculated annually as follows:

Furniture and office equipment	5 years straight line
Computer equipment	3 years straight line
Leasehold improvements	5 years straight line
Software	2 years straight line

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue Recognition

The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted in relation to the following funding sources: Certificate of Recognition Program (COR), Safety Services (SS), Traffic Control Program (TCP), High Angle Rope Rescue Program (THARRP) and Start up. They are recognized as revenue in the year which the related expenditures for that funding source are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Any excess of revenues over expenditures in a fiscal year is restricted for use in accordance with the Alliance's contract with WorkSafeBC.

Revenue from programs are recognized when the associated event is held.

Deferred revenue includes contributions received for the following year's programs as well as reserve funding.

Allocation of Expenditures

The Alliance engages in COR, SS, TCP, and THARRP. The costs of each program include the cost of personnel, premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates certain of its general support expenditures by identifying the appropriate basis of allocating each component expenditures, and applies that basis consistently each year. The percentages used to allocate expenditures are consistent with the percentages of funding received from WorkSafeBC. These percentages to allocate the general expenditures are as follows: COR 28%, SS 50%, TCP 20% and THARRP 2%. Amortization and loss on disposal of property and equipment are allocated as follows: COR 30%, SS 50% and TCP 20%.

Use of Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

NOTE 3 FINANCIAL INSTRUMENTS

Items that meet the definition of a financial instrument include cash, short term investments, receivables and payables and accruals. The fair values of these items approximate their carrying values. It is management's opinion that the alliance is not exposed to significant interest rate risk, currency risk or credit risk arising from these financial instruments.

NOTE 4 CAPITAL MANAGEMENT

The Alliance's capital consists of general capital totaling \$39,765 as detailed in the statement of financial position. The Alliance's objective when managing its capital is to safeguard the Alliance's ability to continue as a going concern and sourcing sufficient funding to maintain administrative functions necessary to support each program's activities.

The Alliance manages its capital structure by budgeting funding requirements based on current and prior year activities and obtaining WorkSafeBC assistance based on these forecasted needs.

The Alliance monitors its capital through regular review of its financial statements and cash reserves and by comparing actual to budgeted expenditures.

NOTE 5 PROPERTY AND EQUIPMENT

	Cost \$	Accumulated Amortization \$	Net \$
Leasehold improvements	91,801	9,180	82,621
Furniture and office equipment	49,637	9,773	39,864
Computer equipment	40,018	22,892	17,126
Software	3,549	887	2,662
	185,005	42,732	142,273

NOTE 6 DEFERRED CONTRIBUTIONS

	Transfer from CSN \$	Transfer from CSABC \$	2010 Current year Additions \$	Ending Balance \$
Certificate of Recognition	105,472	163,778	39,264	308,514
Safety Services	120,814	(19,196)	193,980	295,598
Traffic Control Program	(51,629)	-	7,050	(44,579)
High Angle Rope Rescue Program	-	-	31,429	31,429
Start up	-	-	53,774	53,774
Wind down	175,349	173,761	(201,602)	147,508
	350,006	318,343	123,895	792,244

NOTE 7 ECONOMIC DEPENDENCE

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

NOTE 8 COMMITMENTS

Obligations under various rental leases including base rent and operating costs are:

	\$
2011	220,827
2012	233,427
2013	260,027
2014	225,171
2015	189,616
Thereafter	160,916
	1,289,984

NOTE 9 ALLOCATION OF EXPENDITURES

For the six month period ended December 31, 2010, general support and personnel wages and benefit expenditures have been allocated as follows:

	COR	SS	TCP	THARRP	TOTAL
Amortization	5,045	8,409	3,363	-	16,817
Automobile	2,237	3,995	1,598	160	7,990
Board expenditures	2,056	3,671	1,469	147	7,343
Building and services	2,414	4,311	1,724	172	8,621
Insurance	28	50	20	2	100
IT Support	2,039	3,641	1,456	146	7,282
Loss on disposal of property and equipment	15,894	26,490	10,596	-	52,980
Office expenditures	4,852	8,665	3,466	347	17,330
Office rent	18,336	32,743	13,097	1,310	65,486
Professional fees	4,293	7,667	3,067	307	15,334
Telephone and internet	3,096	5,528	2,211	221	11,056
Salaries and benefits	67,396	120,352	48,141	4,814	240,703
Staff development	269	480	192	19	960
Travel	2,039	3,641	1,456	146	7,282
Total allocation of expenditures	129,994	229,643	91,856	7,791	459,284

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 1	
SUMMARY SCHEDULE OF REVENUES AND EXPENDITURES	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	2,183,500
Courses	19,552
Other revenue	1,877
Manuals	1,579
Replacement cards	1,428
	2,207,936
EXPENDITURES	
Amortization	16,817
Automobile	7,991
Board expenditures	9,453
Building and services	17,995
Conferences	7,138
Consultants	105,904
Insurance	4,737
IT Support	31,586
Loss on disposal of property and equipment	52,980
Office expenditures	36,081
Office rent	92,595
Postage and courier	14,349
Printing and communications	107,213
Professional fees	84,994
Program delivery	829,083
Salaries and benefits	621,322
Staff development	6,513
Telephone and internet	12,264
Travel	25,026
	2,084,041
Excess of revenue over expenditures	123,895

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 2	
CERTIFICATE OF RECOGNITION PROGRAM (COR)	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	488,000
Courses	10,512
Other revenue	229
Manuals	40
	498,781
EXPENDITURES	
Conferences	1,674
Consultants	82,200
General support and personnel wages (Note 9)	129,994
Postage and courier	4,180
Printing and communications	19,770
Program delivery	92,896
Salaries and benefits	116,786
Staff development	2,285
Travel	9,732
	459,517
Excess of revenue over expenditures	39,264

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 3	
SAFETY SERVICES (SS)	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	772,500
Courses	7,595
Manuals	1,294
Other revenue	384
	781,773
EXPENDITURES	
Conferences	4,651
Consultants	14,636
General support and personnel wages (Note 9)	229,643
Postage and courier	3,643
Printing and communications	41,338
Program delivery	229,764
Salaries and benefits	54,948
Staff development	1,772
Travel	7,398
	587,793
Excess of revenue over expenditures	193,980

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 4	
TRAFFIC CONTROL PROGRAM (TCP)	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	233,500
Courses	1,445
Replacement cards	1,428
Other revenue	1,264
Manuals	245
	237,882
EXPENDITURES	
Conferences	793
Consultants	9,068
General support and personnel wages (Note 9)	91,856
Postage and courier	6,518
Printing and communications	22,703
Program delivery	48,964
Salaries and benefits	48,819
Staff development	1,497
Travel	614
	230,832
Excess of revenue over expenditures	7,050

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 5	
HIGH ANGLE ROPE RESCUE PROGRAM (THARRP)	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	424,500
EXPENDITURES	
Conferences	20
General support and personnel wages (Note 9)	7,791
Postage and courier	8
Printing and communications	5
Program delivery	378,644
Salaries and benefits	6,603
	393,071
Excess of revenue over expenditures	31,429

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 6	
START UP	For the period ended December 31, 2010
	2010
	\$
	(6 months)
REVENUE	
WorkSafeBC contributions	265,000
EXPENDITURES	
Board expenditures	2,110
Building and services	4,050
IT Support	22,695
Office expenditures	10,640
Printing and communications	23,398
Professional fees	69,521
Program delivery	78,812
	211,226
Excess of revenue over expenditures	53,774

BC CONSTRUCTION SAFETY ALLIANCE

Schedule 7

WIND DOWN

For the period ended December 31, 2010

	2010
	\$
	(6 months)
EXPENDITURES	
Building and services	5,324
Insurance	4,638
IT support	1,609
Office expenditures	8,111
Office rent	27,110
Professional fees	140
Salaries and benefits	153,463
Telephone and internet	1,207
Deficiency of revenue over expenditures	(201,602)

