



2015 Wages & Benefits Survey

Prepared For:

Philip Hochstein

President

ICBA

Prepared by

Julie Winram

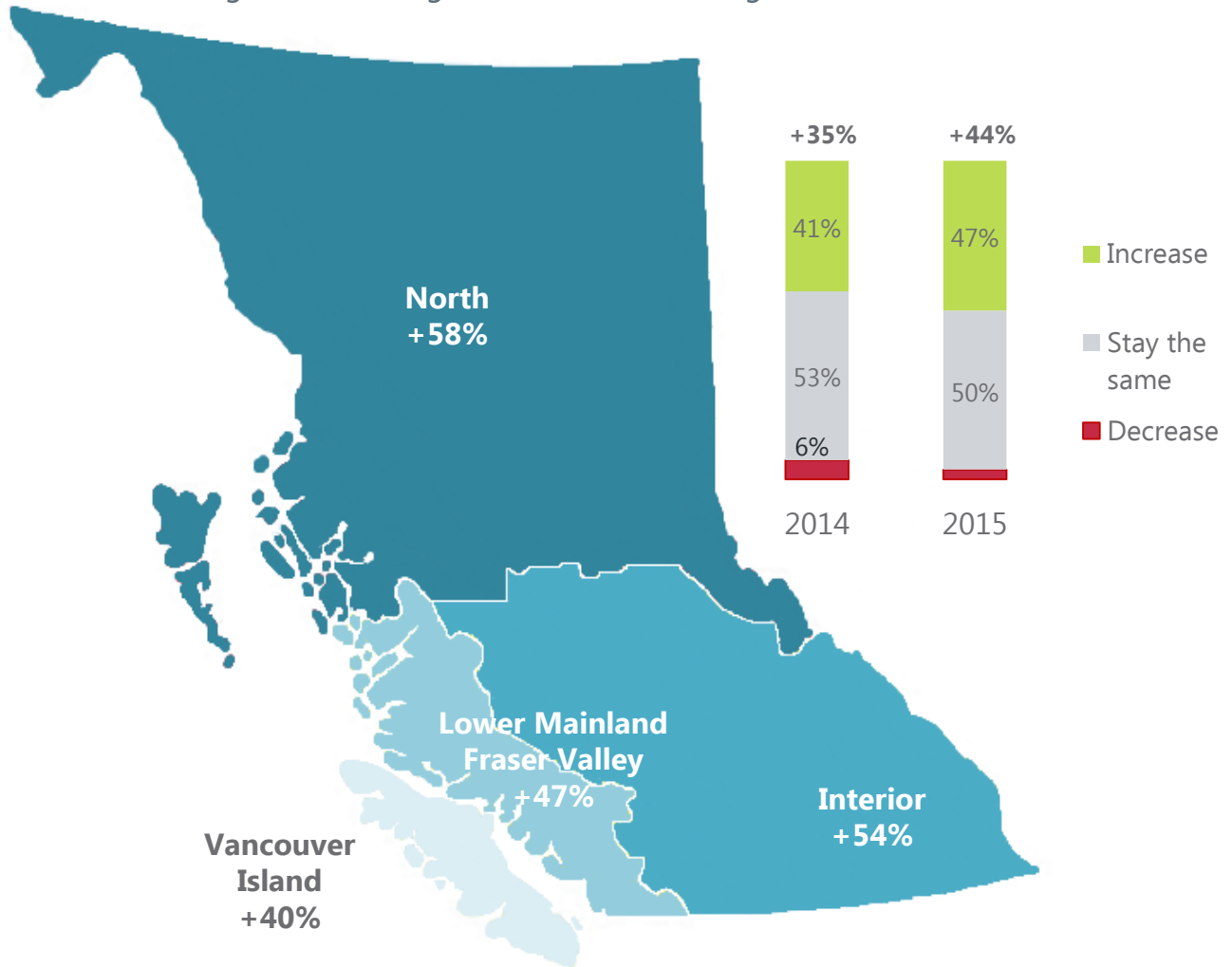
Managing Partner

Sentis Market Research Inc.

604.336.8759 | jw@sentisresearch.com

Expected Change in Work Volume in 2015

Net Change (% Predicting Increase – % Predicting Decrease)

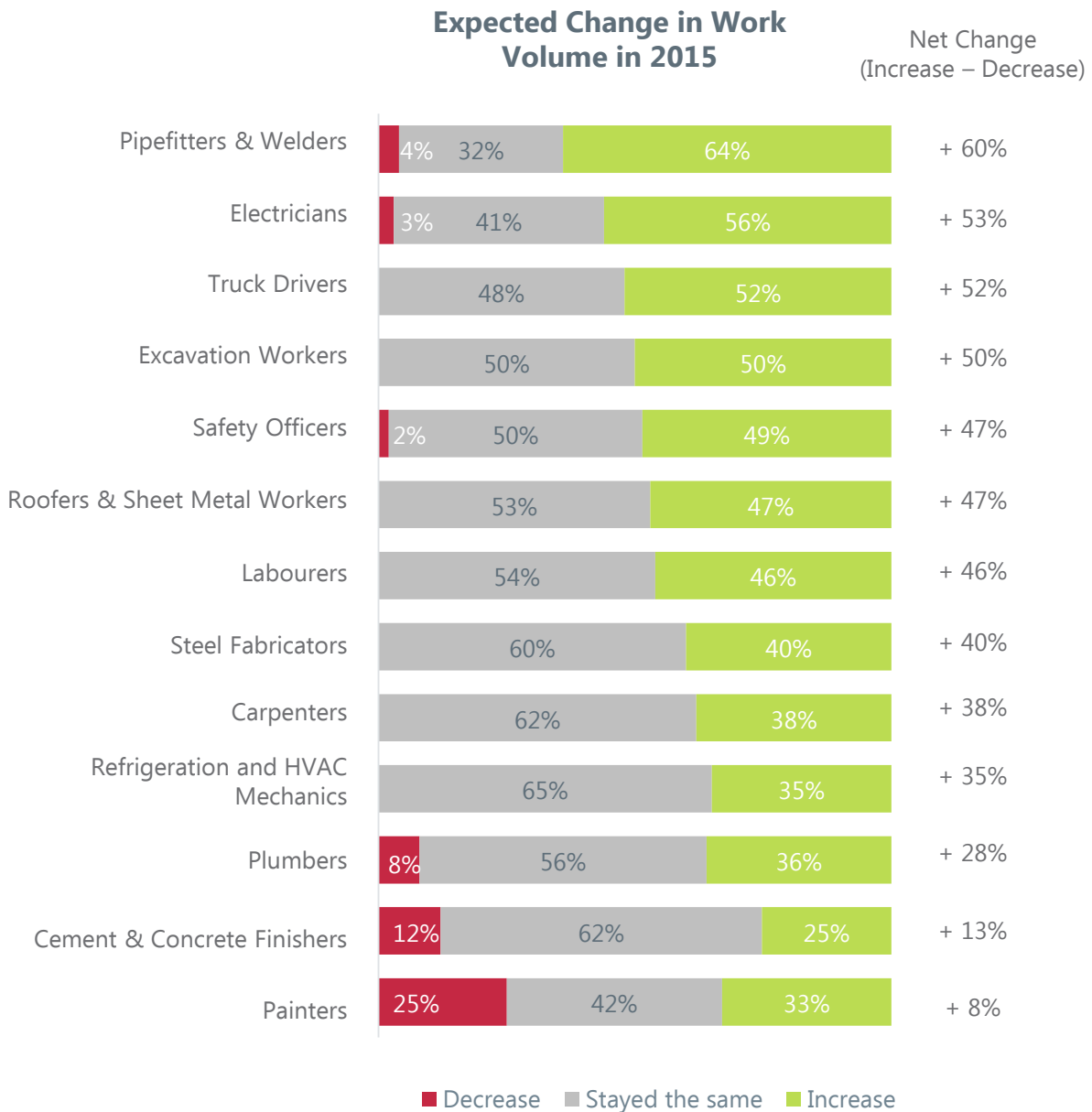


BC’s open shop construction companies are expecting 2015 to be even busier than 2014.

Almost one in two (47%) companies are predicting increased work in 2015, while the other half (50%) believe their business volume will stay the same. Just 3% expect a slow down. The net expected change (increase – decrease) stands at +44 for 2015, which is 9 points higher than the net change predicted for 2014.

The North is again predicting one of the biggest surges in business, with a predicted net change of +58%. The rest of the province follows closely behind with companies in all regions expecting volumes to be at least as strong as 2014.

Source: 2015 ICBA Wage & Benefits Survey. The survey was conducted by Sentis Market Research in November 2014 with 450 BC open shop construction companies, across a range of sectors and trades.



All trades in BC are predicting that 2015 will be as busy or busier than 2014.

Pipefitters, welders, electricians, truck drivers and excavation workers are expecting the greatest year over year increases. At least half of the companies employing each of these trades is predicting more work in 2015.

The confidence voiced by excavation companies, in particular, bodes well for the industry as a whole.

All other trades are also expecting a net increase in work volume over 2014. The least confident are painters, but even amongst this trade more are predicting an increase than a decrease in business volume.



Handling Changes in Volume in 2015

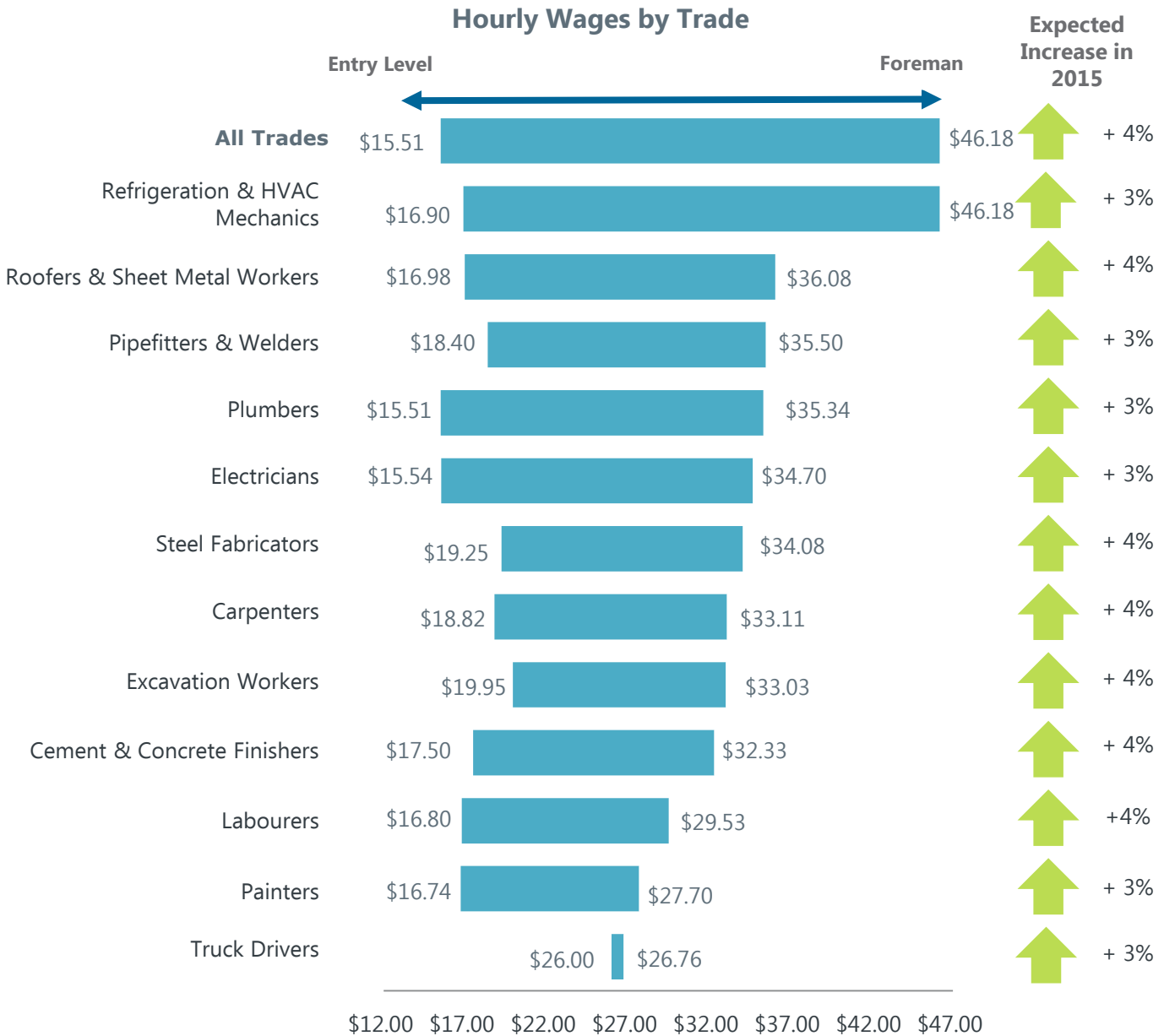
Employees ↑ Hours ↑

	Employees	Hours
Carpenters	38%	1%
Refrigeration & HVAC Mechanics	35%	0%
Pipefitters & Welders	60%	12%
Electricians	51%	13%
Truck Drivers	48%	14%
Labourers	46%	8%
Excavation Workers	50%	8%
Safety Officers	46%	10%
Painters	33%	0%
Roofers & Sheet Metal Workers	40%	17%
Plumbers	33%	6%
Cement and Concrete Finishers	25%	13%

Companies are largely looking to hire tradespeople in order to meet the rising demand. Four times as many companies plan to add employees than to increase existing employee hours (42% versus 10%). This continues the trend from last year when 35% were planning to hire and 8% were planning to increase hours.

The preference for hiring new employees over increasing hours is especially pronounced among carpenters, refrigeration/HVAC mechanics and painters.

The strongest demand for new hires is for pipefitters and welders, with six in ten of the companies employing these trades looking to hire more on in 2015.

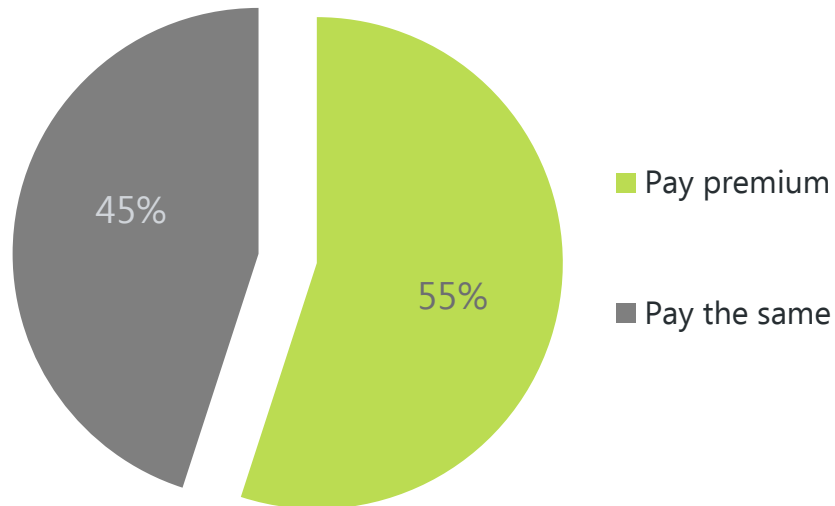


Open shop construction companies in BC are budgeting on a 4% overall wage increase for trades in 2015 and another 4% increase in 2016.

The wage increases expected in 2015 are highly consistent across the trades.

The chart above shows the range of the current hourly wages for the major trades in the province and the expected increase in 2015. For a complete breakdown of hourly wages by level (e.g. 1st year Apprentice, up to Foreman), and by region, type of work and size of field crew, please visit: <http://sentissurvey.com/icba-report/2015/>

Premium Paid for Work in Remote Areas



The average hourly premium paid to workers in remote areas is \$4.65 per hour

Just over half of companies pay a premium to their workers when they work in remote areas of BC, while the remainder pay the same.

Across the various trades, the hourly premium that is paid for work in remote areas tends to fall between \$4 and \$5, with the overall average premium standing at \$4.65.