



2014 Wages & Benefits Survey

Prepared For:

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President

ICBA

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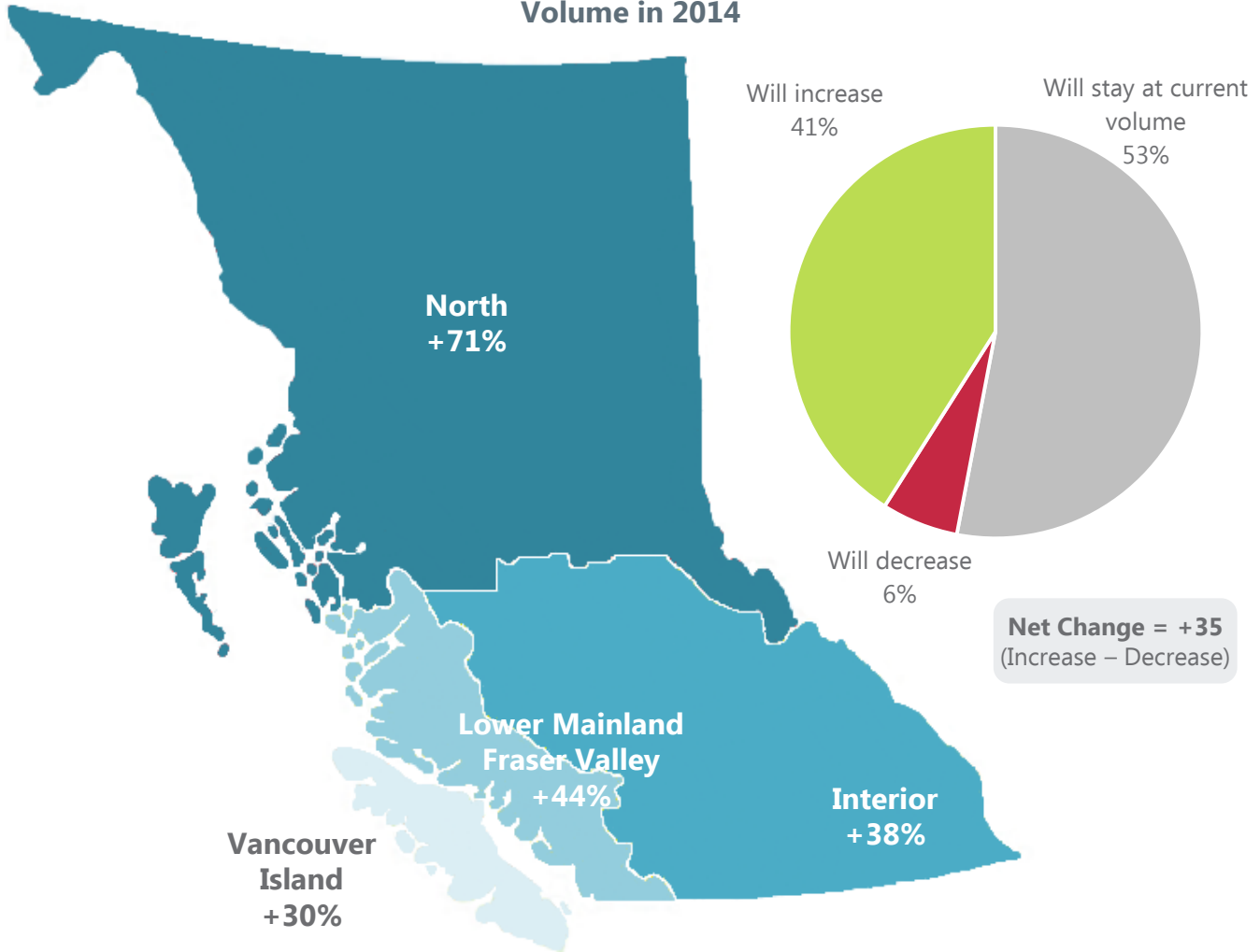
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Expected Change in Work Volume in 2014

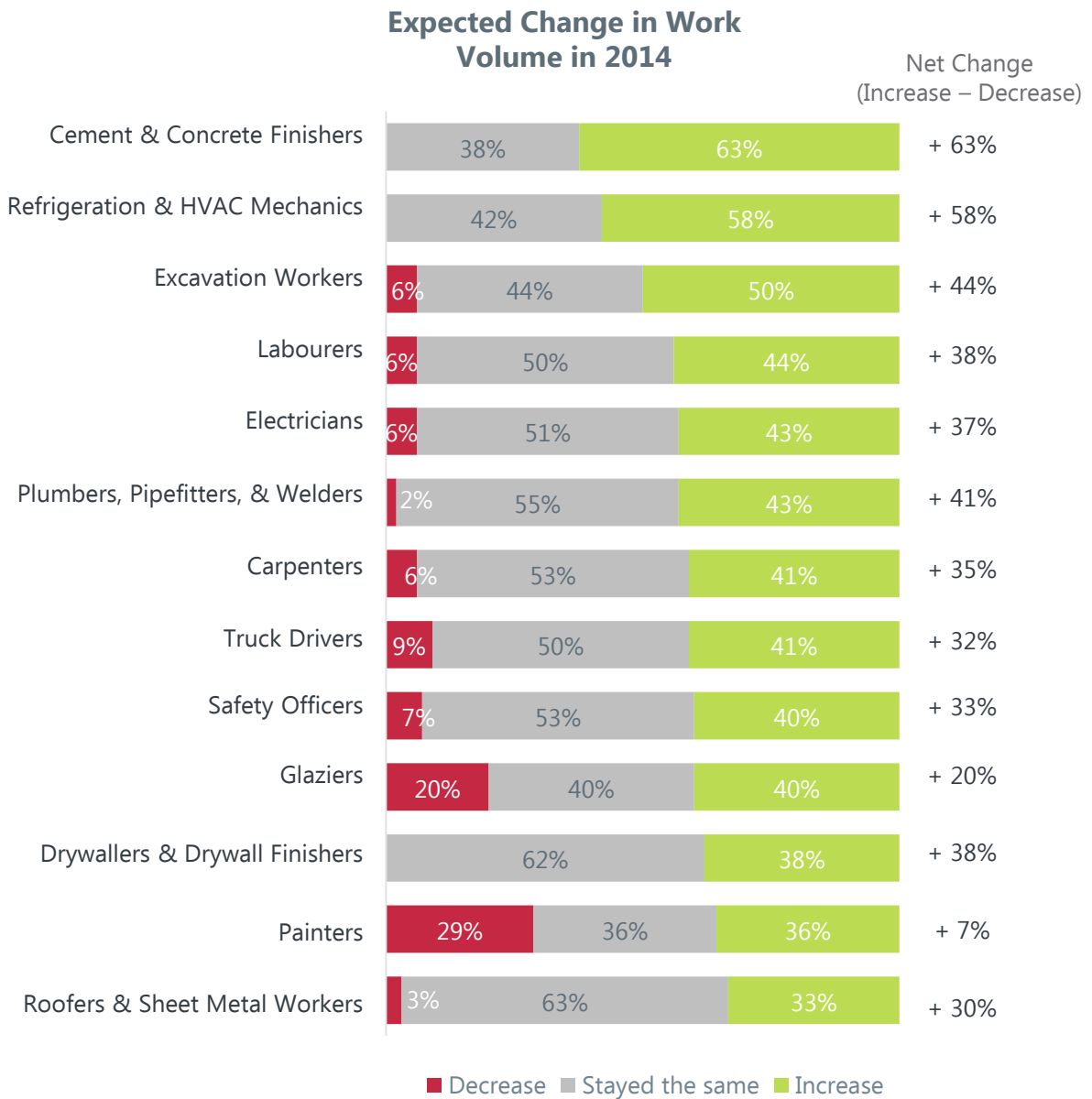


BC's open shop construction companies are expecting 2014 to be as busy – or busier – than 2013 .

More than four in ten (41%) are predicting increased work in 2014, while most of the balance (53%) believe their business will stay the same. Just 6% expect a slow down. The net expected change (increase – decrease) stands at +35%.

Northern BC is gearing up for an especially busy year, with 71% of companies in the North predicting increased business, compared with 30% to 44% of companies in the remainder of the province.

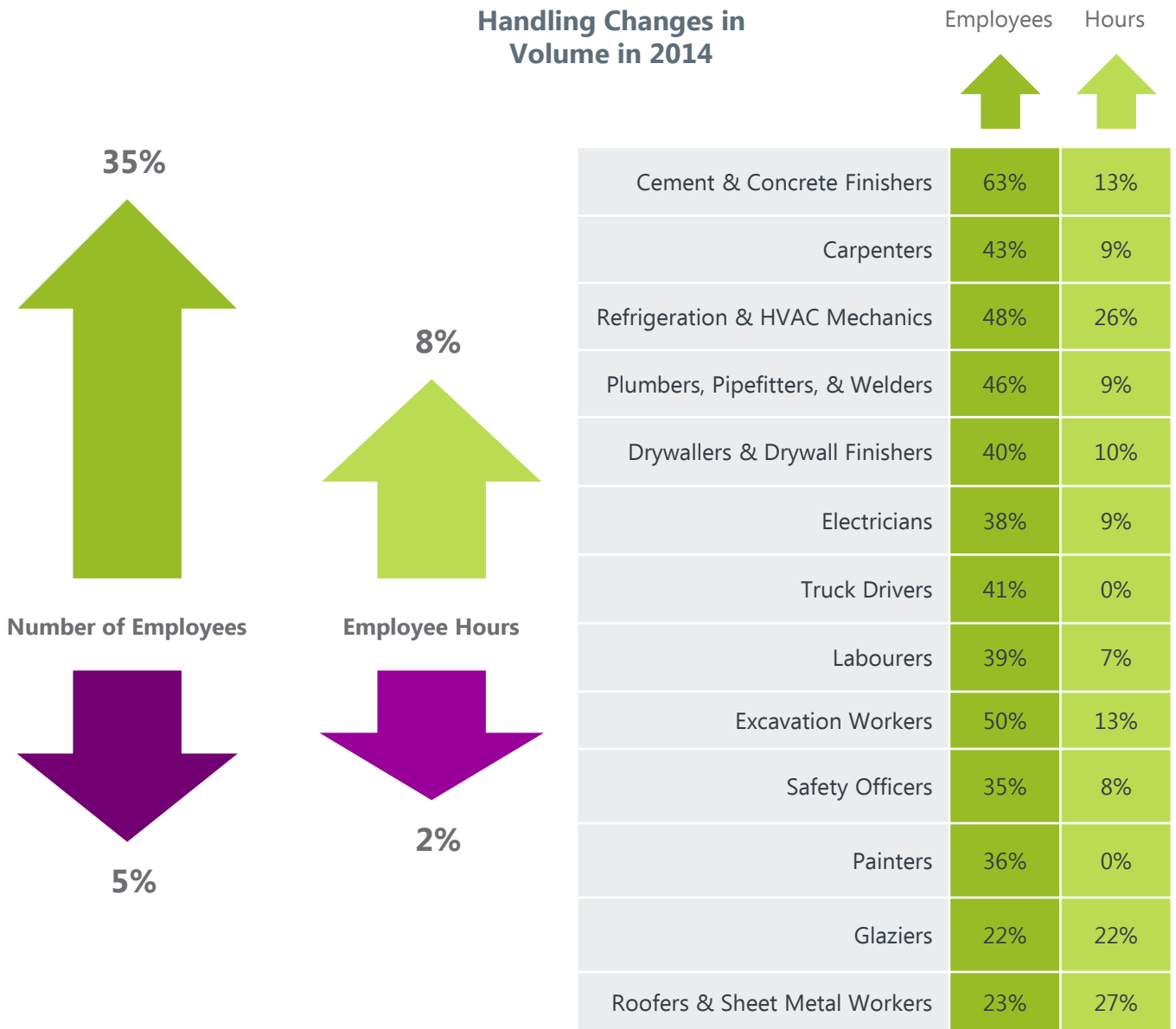
Source: 2014 ICBA Wage & Benefits Survey. The survey was conducted by Sentis Market Research in November 2013 with 574 BC open shop construction companies, across a range of sectors and trades.



All trades in BC are predicting that 2014 will be at least as busy as 2013.

Cement & Concrete Finishers and Refrigeration and HVAC Mechanics are very bullish – most are expecting their business volumes to grow in 2014 and none are expecting a drop.

Excavation workers – who are the leading indicator for all other trades – are also expecting 2014 to be at least as busy as 2013. This suggests that 2015 and beyond will be busy for all other trades.

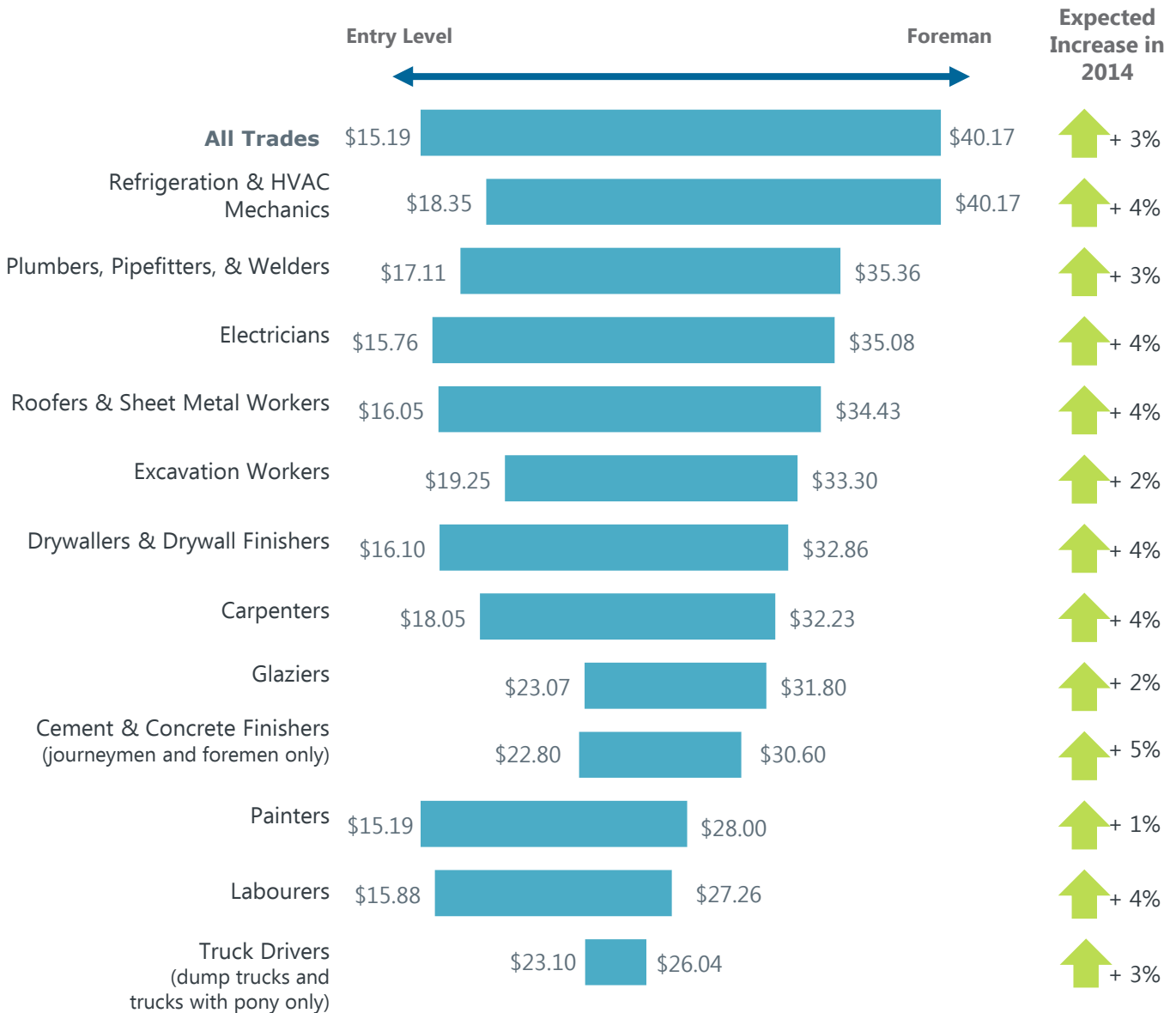


Companies are typically looking to hire more employees rather than increase the hours of employees in order to handle the demand – 35% of all companies say they will be adding employees, while 8% say they will be increasing hours. Some companies – such as those in Refrigeration and HVAC - expect they will need to do both to handle the increased workload.

The preference for hiring new employees over adding hours suggests that many companies have already maximized their capacity with their existing employees.

The only trades that are just as apt to see an increase in hours as new co-workers are Glaziers and Roofers & Sheet Metal Workers.

Hourly Wages by Trade



On average, open shop construction companies in BC are budgeting on a 3% overall wage increase for trades in 2014 and a 4% increase in 2015.

The wage increases expected in 2014 are fairly consistent across the trades. Cement & Concrete Finishers can look forward to the highest raises (+5%), while Painters, the trade expecting the least growth in 2014 – are likely looking at about a 1% increase in wages.

The chart above shows the range of the current hourly wages for the major trades in the province. 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>