



ANNUAL REPORT

2021



TABLE OF CONTENTS



CEO MESSAGE	4
CHAIR MESSAGE	6
FINANCE & AUDIT COMMITTEE REPORT	8
STANDARDS & PRACTICES COMMITTEE REPORT	10
GOVERNANCE & NOMINATIONS COMMITTEE REPORT	11
BC CONSTRUCTION ASSOCIATION REPORT	12
BCCA EMPLOYEE BENEFITS REPORT	13
CANADIAN CONSTRUCTION ASSOCIATION REPORT	14
VOLUNTEER RECOGNITION	16
MEMBER ANNIVERSARIES	17
2021 COURSE PROGRAM	18
2020-2021 EVENT SPONSORS	20

CEO MESSAGE



I am incredibly proud to be a part of an industry that continues to overcome the challenges this global pandemic has presented for all of us. Through rippling price escalations and material shortages, we have been able to come together to provide the essential services required of our industry. Through repeated demonstrations of leadership and innovation within crisis situations, it is an honour to represent you as CEO of SICA.

It is with a feeling of great accomplishment that I share with you that after four years of deficit, SICA has completed the year with a financial surplus! We worked diligently and focused heavily on addressing all member concerns while maintaining what services we could offer everyone safely.

While virtual learning undoubtedly took a leap forward these last 18 months, we hear the strong member desire for returning to in-class training. It is with great pleasure that we purchased the space adjacent to our Kelowna office earlier this year and prioritized our member experience by creating a brand-new in-house training center. From on-boarding new employees, to leadership and management courses, we look forward to helping you create safer job sites while also supporting your employees to become leaders of the future.

The virtual option will also remain open for many courses alongside in-person instruction, so that each member will be able to attend at their comfort level, while also creating access for remote regions throughout our association.

As well as restructuring our member education, it is equally if not more important to address the immeasurable mental health crisis your employees may be facing due to the pandemic. Our Employee Benefits Trust plan increased our coverage for mental health by 300%. We strongly recommend you and your families take advantage of these resources to cultivate a healthy work/ life balance. Let's work together to eradicate the stigma associated with seeking support and foster an environment where maintaining mental health and wellness is a top priority.

Many of our members will face entirely new challenges once again this year. As newly mandated measures further drive a wedge into our already divided society, it is my intention for SICA to remain an inclusive place for all of our members, regardless of your personal health choices.

HIGHLIGHTS



3,670

Course Attendees
(Virtual, E-Learning & In Person)



786

SICA BidCentral Projects
4300+ throughout the province



297

Courses Delivered
(Virtual, Classroom & Partner)



14

Virtual Lunch & Learns



60%

Courses Delivered Virtually



148

COVID Safe Golf Attendees

While we too are eager to get back to a sense of normalcy networking with you and hosting member events, we feel that further discrimination of our already taxed workforce will divide us when it is time to work together to repair and thrive. We commit to continuously update our health and safety measures while also providing space where no member or their employees will be unable to participate. It is with the intention of unifying our labour force by cultivating a zero-discrimination policy, that we strive to foster a diverse industry, welcoming prosperity for all persons.

I am honoured to lead such a dedicated SICA team who continuously inspired me throughout this very challenging time. You have unwaveringly committed to the betterment of our members and association, and your effort is greatly valued.

It is with deep appreciation that I mention the dedicated volunteer hours our Board of Directors put in overseeing our association's governance and strategic direction. Through their engagement with our board and various committees we made incredible progress serving our association and the larger construction industry as a whole. I look forward to the collaborative opportunities this next year is sure to bring and welcome our newly elected directors to our board table.

This is the time to bring innovation forward! Let's make an impact by providing leadership, promoting excellence within our industry.

SCOTT WILD

CHAIR MESSAGE



As my time comes to an end sitting as the chair of this great organization, the Southern Interior Construction Association, I would like to take this opportunity to say it has been a pleasure to work with so many of you. I look forward to seeing what our new chair can do for us.

Thank you to the Southern Interior Construction Association Board of Directors, for their volunteer time and all of their help over the last year. Considering how 2021 has played out, I feel we adapted extremely well to the new normal.

Our strong staff at SICA continue to provide unbelievable service to our members. I would like to say thank you to our staff. I look forward to getting back into the Kelowna and Kamloops offices on a more regular occurrence and being able to spend time with all of you.

Our main priorities have continued to be the same year over year, maintaining financial sustainability, enhancing the brand recognition of SICA, delivering on membership value, and increasing partnerships with industry stakeholders. We should take pride in what we have accomplished over the last 18-20 months.

We are entering a time in the Southern Interior where the sky is the limit. The amount of upcoming work, both private and public, shows the potential for the next 5 to 10 years. This in turn will allow us to strengthen our commitment to our members, and have an opportunity to attract new members. I would recommend everyone take the time to explore what SICA can do for you and your company.

Once again, it has been a pleasure and I wish nothing but the best for SICA, and all of our members.



TOM SPATOLA

Tom is the Branch Manager of Harris Rebar in Kelowna. He got his start in construction following in his father's footsteps; after completing high school, Tom started with Harris Rebar.

2020/2021 BOARD OF DIRECTORS



Tom Spatola
Harris Rebar



John Powers
Flynn Canada



Walter Dool
Greyback Construction



Brandon Panopoulos
TKI Construction



Phil Long
Phil Long Consulting



Andrew Stringer
Falcon Engineering



Cameron Betts
Betts Electric



Craig Main
Maddocks Construction



David Nardi
BDO



Debra Dotschkat
Glass Canada



Gary Desert
Ledcor



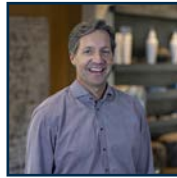
James Murphy
Interior Plumbing & Heating



Karly Marshall
Harrison Industrial Contractors



Lucas Miller
Interior Health



Mark Hartwick
Kimco Controls



Mark Melissen
Wildstone Construction



Maryssa Dandurand
TwinCon Enterprises



Mike Woodruff
Corwest Builders



Morly Bishop
CapriCMW Insurance



Nathan MacDermott
Pihl Law Corp.



Rob Kline
Plan B Contractors

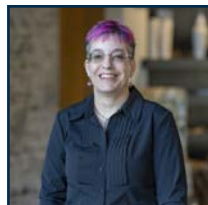


Shawn Parkes
Christman Plumbing & Heating

SICA STAFF



Scott Wild
CEO



Aleda Styan
Project Services



Candace Schneider
Meetings & Events



Carolyn Mann
Operations Manager



Clifford Kshyk
Director of Finance



Grich De Vera
Education Assistant



Janice Haynes
Project Services



Jennifer Marte
Director of Education



Leanne Hendrickson
Education Services Coordinator

FINANCE & AUDIT COMMITTEE REPORT



BRANDON PANOPOULOS

After earning a Diploma of Technology for Building Engineering from BCIT in 2002 Brandon joined PCL Constructors Westcoast Inc., where he worked as a Project Manager/ Estimator until 2010. During this time, Brandon received Gold Seal certification as a General Contractor Project Manager in 2007. In 2010 Brandon became a partner in TKI Construction Ltd. In 2017 Brandon became the sole owner of TKI. During his time in the construction industry, Brandon has worked on a variety of projects including tenant improvements, fit-ups, new builds, structural upgrades and renovations.

A financial goal of the Southern Interior Construction Association (SICA) is to ensure that adequate resources are available to provide the membership with a high level of service and to deliver the objectives of the Society. The Finance and Audit Committee works closely with operations to review polices, confirm adequate internal controls are in place, and provide recommendations regarding the financial activities and status of the Association to the Board of Directors. It's important to note that the committee makes recommendations only and has no decision-making authority.

For the 2020/2021 period the committee has met four times and will meet again on September 20, 2021. Over the past year the committee has reviewed the following items:

- Financial statements and the financial management of the association's assets.
- 2020/2021 operating budget.
- Investment portfolio and insurance policies.
- Compliance with all regulatory requirements.
- Audited financials.
- Any substantial purchases.

The past year has seen many challenges facing our world, community and industry. Fortunately SICA has been able to manage the challenges well and has even managed a surplus for the fiscal year 2021 and a balanced budget for fiscal year 2022.

A summary for the past year includes:

- The SICA Howard Strong Scholarship Fund and the Apprenticeship Training Fund were combined to create one fund to sponsor two \$1,000 and four \$2,000 yearly scholarships instead of the ten \$1,000 scholarships to encourage more applicants to apply.
- Fiscal year 2020 ended with a slight operational deficit of \$2,223 compared to the prior year budget deficit of \$52,590.
- Surplus for fiscal year 2021 and balanced budget for fiscal year 2022.
- SICA continued to receive the Canada Emergency Wage Subsidy (CEWS) over the past year helping with the 2021 surplus.
- SICA moved from Audited financial statements to Reviewed financial statements to help combat cost increases of the Audited statements and even see an overall decrease in external accounting fees.
- Some slight increases to the CEO's spending allowances were approved by the Board as was the duration for minor contracts such as mobile phone plans.
- SICA purchased one adjoining strata unit to allow the

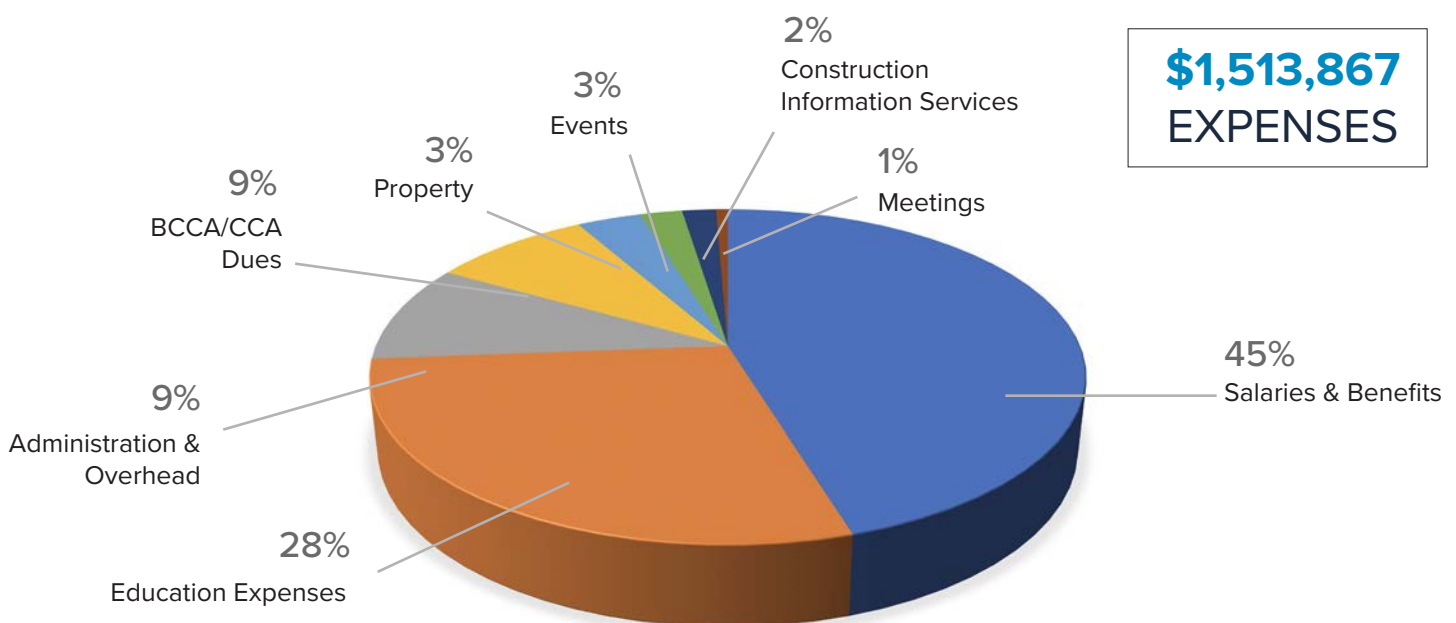
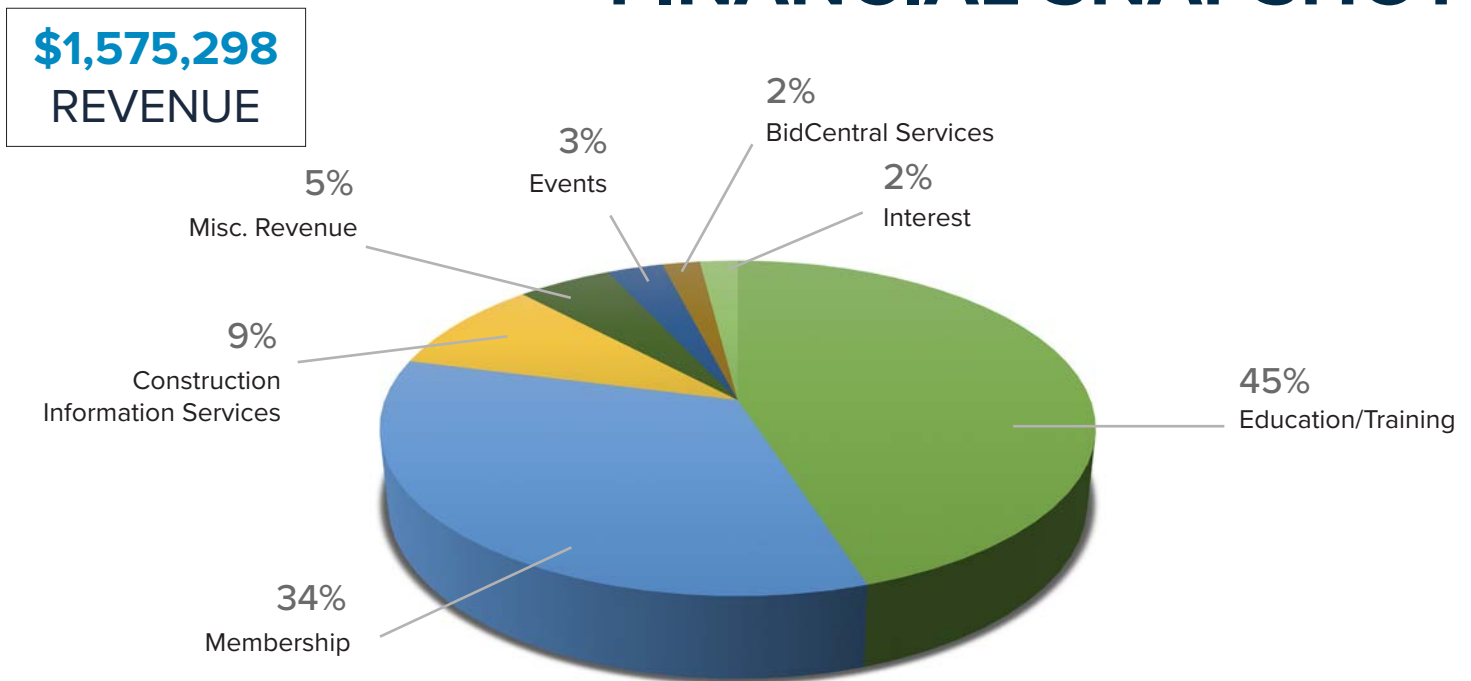
expansion of the education program. It was necessary for SICA to find new training space as the currently leased space wasn't going to be available for their use in the fall of 2021. Funds were transferred from the investment portfolio to purchase the space.

- Education is the single largest contributor to revenue.
- Member attrition over the past year has been approximately 8% versus the 15% budgeted.
- The market value of the investment portfolio decreased slightly.
- Insurance premiums have increased approximately 15% due to an increase in the market.

(Please reference the Audited Financial Statements and F&A meeting minutes for further details)

It's been an honour to be part of the SICA Board and to Chair the Finance and Audit Committee, and I would like to thank the dedicated committee members for their contributions over the past year.

FINANCIAL SNAPSHOT



STANDARDS & PRACTICES COMMITTEE REPORT



PHIL LONG

Phil is the principal in his own consulting firm providing professional service to Owners, Architects and Contractors in cost consulting, construction management and claims assistance. He holds a diploma in Civil Engineering Technology, is a Certified Technologist in BC and Ontario, Professional Quantity Surveyor, and is Gold Seal Certified in both Estimating and Project Management. Phil began his career in construction after one year of drafting directly out of college, then started estimating, which led to Project Management and Company Management.

We continue to struggle with the challenges presented by the COVID-19 pandemic and several new norms have set in.

Our S & P Committee has had another busy year. Prompt payment, the increase in Requests for Proposals, new CCDC contract documents, have all been on the table for discussion.

CCDC issued the updated 2020 version of their Document 2 which includes some additional terms that we need to become familiar with. Ready-for-Takeover in addition to Substantial Completion and Total Completion has become a significant key contract milestone that affects payment, insurance, and warranties. The guide to this new contract form has not yet been issued and we feel that there will be issues to resolve once the use of this contract becomes more common. At the end of this year, CCA is discontinuing the sale of the seals for the 2008 version that we are all familiar with, so some member education is required.

CCDC is currently working on revisions to the other prime and trade contracts such as CCA 1, CCDC 5A and 5B and CCDC 14 to make the terms and conditions the same throughout.

The BC Construction Association has been working on behalf of all our members to update the corresponding BCDC forms of contracts and recommended guidelines which are expected to be issued soon.

RFP's have become more common place recently. Owners are using this procurement process in place of the design-bid-build model. This means that, with the application of RFP's, there is no Contract A and Contract B association. Our S & P Committee has started a task force to review the RFP process both from an Owner's position as well as the Contractor's. There is currently no standard form of this procurement method, and we are concerned with several different formats.

It is important that our members have a voice in this process as it becomes more common place. There is value in this approach in that bidders can submit qualifications without being declared non-compliant however, transparency and fairness need to be maintained as much as possible. Owners are more interested in obtaining improved value rather than the drive to the bottom cost which may result in compromised value. Collaboration during the preconstruction stage results in an enhanced product in most cases.

Prompt payment is a key to maintaining cash flow through our industry and has always been an issue. While our associations are addressing this issue at various government levels, it is important that we do our best within our industry to keep payments flowing. We are in the process of establishing terms of reference for our advisory councils within SICA to provide better representation for the different sections of our membership. Our physical area of service is considerable, and this will allow improved service and communications with all our members.

GOVERNANCE & NOMINATIONS COMMITTEE REPORT

The Committee oversees all “governance” issues including SICA’s Constitution & Bylaws as well as Policies and Procedures - essentially anything that does not “fit” under the other Committees – Finance & Audit (F&A), and Standards & Practices (S&P). As well, it oversees the Nomination Policies and Procedures. It is to make recommendations on these items to the full Board of Directors.

The Committee met five times virtually during the last year, continuing to revisit bylaws and policies. These recommendations are being brought forth to the membership at the September 23, 2021, annual general meeting for ratification.

Some of the committee’s additional activities were:

- Review SICA’s board role document, officers accountability & authority, and committee term of reference.
- Participate in a virtual governance session as an orientation to new board members.
- The committee was busy reviewing several bylaws and policies.
- Amended policy for director absenteeism
- Review membership categories with respect to trade consultants
- Redrafted bylaws pertaining to director representation, director terms, electronic voting and the manner that meetings are held.
- Oversee the board nomination elections for 2021/2022 board slate

It has been my pleasure to serve as the Committee’s Chair. I would like to thank the committee members for their time and contribution. We were blessed with a great group of volunteers.

I encourage all SICA members to volunteer with the organization.



**JOHN
POWERS**

John is the Operations Manager at Flynn Canada Ltd. in Kelowna. He has been working in the roofing industry since 1986. He attended many courses in the building science program at BCIT, has his TQ, RRO, and is Gold Seal Certified. John joined the SICA board for networking.

BC CONSTRUCTION ASSOCIATION



**CHRIS
ATCHISON**

If there has ever been a time that demonstrated the value of association membership, that time was the period coinciding with this Annual General Report. From April 1 2020 to March 31 2021, across Canada, community by community, we witnessed unparalleled collaborative efforts across the construction industry as it stared down and staved off the worst of the COVID-19 Crisis.

Early on, at the onset of the crisis, it was eerily quiet in the office, on the streets and across business centres. However, the job sites stayed vibrant, adapting and providing a beacon of normality during a surreal time. To the essential workforce of construction, we owe a debt of gratitude for their collective response. Along the way, the BCCA team reimagined and redeployed itself to continue its important work behind the scenes.

All throughout, BCCA's COVID-19 Briefing and Resource hub continued to offer regular site updates and to issue bulletins. Our Virtual Hotline helped us connect with our industry in real-time. Our subject matter experts were always ready with their professional insights. There has been an unprecedented willingness to share and collaborate during this time.

As society emerges from this pandemic phase it will enter into a period of economic recovery. BCCA is well positioned to lead the resiliency strategy for the construction sector and will continue to lean-in to that role.

And yet throughout this year we've accomplished:

- Our 3rd Annual Construction Month and partnered to introduce the #lunchboxchallenge across BC
- Deputy Ministers and Industry Infrastructure Forum (DMIIF) – governance reboot
- BCCA has been invited by the Ministry of Jobs, Economic Recovery and Innovation (JERI) to be part of the BC COVID-19 Industry Engagement Table
- Revitalized the Prompt Payment Working Group
- Initiated our Inside Construction Podcast
- Presented to the Pacific Northwest Economic Region panel on the BC construction industry's joint efforts regarding COVID-19
- Received a 2nd consecutive CCA Workforce Award of Excellence for championing diversity and inclusion in the construction industry

I greatly benefit and remain appreciative for an engaged and thoughtful Board of Directors who support the collective advancement of the BC construction industry. The required commitment is valued and I recognize the challenge of wearing multiple hats while serving complimenting boards. I look forward to your ongoing leadership in governance and strategic direction as we continue to deliver value on so many fronts.

In closing, I must acknowledge the tremendous staff at BCCA. They are professional and forward thinking yet grounded by the essential elements of our current strategic plan. All are highly dedicated to the industry and association they serve and each one of them has responded to the "resilience and productive" call that came with the pandemic. I am proud to lead a team that finds such meaning and value in their work and I sincerely appreciate their significant contributions to the BC Construction Association.

BCCA EMPLOYEE BENEFIT TRUST REPORT

We helped establish the BCCA Employee Benefit Trust (BCCAEBT) over 50 years ago with the mission to ensure construction workers are cared for. As an organization responsible for the lives of over 7,000 employees under 500 construction businesses, BCCAEBT continues to work towards this end as demonstrated during the COVID-19 pandemic.

During the pandemic, BCCAEBT implemented the COVID-19 Crisis Relief Plan. Phase one of the COVID-19 Crisis Relief Plan reduced the mental and financial burden facing the construction industry. On April 9, 2021, they announced phase 2 of the COVID-19 Crisis Relief Plan. This phase doubled down on supporting construction workers' mental health. They accomplished this by increasing the psychology benefit, expanding the definition of mental health practitioner, and providing free access to one-on-one digital therapy.

Increased Psychology Benefit

While many members covered the psychology benefits up to \$500, BCCAEBT has temporarily supplemented this benefit up to \$2000 until December 31, 2021.

Expanded Definition of Mental Health Practitioner

Registered Social Workers are now eligible practitioners under the psychology benefit. As such, BCCAEBT plans will now reimburse expenses related to a social worker through the extended health benefit.

Free Access to Digital Therapy

Currently, MindBeacon's self-help tools are available to BCCAEBT members at no cost. The Therapist-Guided Program and Live Therapy Sessions are also services available under their plans. Though these are accessible, employees are more likely to use a service if they do not have to pay out of pocket first - even if the expense is reimbursable.

To remove this hurdle, BCCAEBT collaborated with MindBeacon, so construction employees can access MindBeacon's Therapist-Guided Program - free of charge. Eligible employees, and dependents, can now access the services of a registered mental health professional without the stress of paying out-of-pocket.



ARTHUR
CHUNG

On top of these significant changes, BCCAEBT also considered the stress assumed by the entrepreneurs employing construction workers. Therefore, during phase two, they took some of the burden off their members' hands by directly communicating with their employees via email. This direct communication allowed them to encourage employees to seek the mental health resources available to them while reducing the work for their member companies.

Data from 2021 survey

- 93% Overall satisfaction
- 94% Willing to recommend to others
- 96% Satisfied with Quality of Service

For more information on benefit plans offered by the BCCA Employee Benefit Trust, visit bccabenefits.ca, email info@bccabenefits.ca or call 1-800-665-1077.

CANADIAN CONSTRUCTION ASSOCIATION REPORT

Representing 20,000+ member firms, the Canadian Construction Association (CCA) is proud of our mission to inspire a progressive, innovative and sustainable construction industry. The key to our success is you, our members – and the trust you place in CCA as your partner, advisor and champion. CCA has taken a strong and proactive leadership position throughout the COVID-19 pandemic, relentlessly pursuing programs, policies, resources and tools to help the industry meet and excel at any challenge.

Your trusted partner

A central focus of CCA's advocacy is the need for a 25-year infrastructure planning and investment strategy. The federal government's proposed National Infrastructure Assessment initiative, "Building the Canada We Want in 2050", is an encouraging step in this regard, with the potential of providing significant economic, social and environmental benefits for all Canadians.

CCA led a broad consultation process to ensure our submission reflected the national interests of our membership. Recommendations focused on accelerating the flow of much needed infrastructure investment to communities and a national vision for the future guided by evidence-based and independent expert advice. A stable, long-term infrastructure pipeline will create a profitable, sustainable and resilient industry powered by a diverse, skilled future workforce.

The recommendations, endorsed by our 63 local construction association partners, can be reviewed in more detail in CCA's response to the National Infrastructure Assessment. The points raised in the report also provided the basis for CCA's advocacy efforts during the federal election campaign.

Take action today!

Economic revival is a top priority for all Canadians. Almost two-thirds of Canada's GDP comes from trade—a number that is above the global average and twice the same figure for the US. Canada's trade corridor will play a big role in its economic future. CCA recognizes this

potential and is currently supporting efforts to grow the flow of domestic and international trade. We have worked to persuade governments to put an end to interprovincial barriers and are currently supporting efforts to improve investment in the Western Canada trade corridor. This included recently a roundtable discussion, in partnership with Export Development Canada and the Western Canada Roadbuilders and Heavy Construction Association, with business leaders from across Canada affirming their support. The economy needs reliable infrastructure to connect supply chains and efficiently move goods and services across borders.

Your trusted champion

CCA's voice, amplified by our network of 63 partner associations across Canada, secured big wins for the industry in 2021.

Since the onset of the pandemic in March 2020, CCA campaigned the federal government for the creation of an Emergency COVID-19 Cost Reimbursement Program. Thanks to your letters and joint engagement on the file, our continued discussions with Public Services and Procurement Canada (PSPC) led to recognition of the unforeseen and extraordinary costs contractors have had to shoulder on federal projects due to COVID-19 while continuing to provide the essential services that Canadians rely on every day. To date, this amounts to over \$50 million returned to the pockets of contractors!

We were also pleased that the Federal Budget included the extension of the Canada Emergency Wage Subsidy, Canada Emergency Rent Subsidy and Canada Emergency Business Account until September 25, 2021. CCA had been advocating for these business support programs since the beginning of the pandemic.

Our focus on government relations and advocacy keeps us in constant communication with key leaders and representatives from various departments and agencies, including Infrastructure Canada, Finance, PSPC, Defence Construction Canada, Finance, and

Employment and Social Development Canada.

Another win was to delay the unilateral roll out of changes to the federal security screening process; changes that would have made it increasingly difficult for smaller contractors to participate on government projects, reducing fair competition in procurement.

CCA continues to champion growing workforce capacity through its Talent Fits Here campaign, designed to shift perceptions and encourage more Canadians to consider a career in construction. Both the industry and the government share a desire to have a more inclusive and diverse construction industry building for the future, today. We are currently working to obtain funding from ESDC on an expanded variation of the campaign targeting Indigenous groups across Canada.

Your trusted advisor

Advancing the innovation agenda has been a focus area for CCA for several years now, the importance of which was further highlighted by the pandemic. Companies that had re-created themselves for a digital world were in a much better position to weather the storm of change brought on by COVID-19.

CCA launched several services to help our members accelerate the adoption of innovation in the industry. With our partners at KPMG in Canada, CCA offered a Digital maturity assessment tool to assist Canadian construction companies measure their digital readiness, which culminated in a report designed to help them make informed strategic and operating decisions. We also delivered a series of webinars, The Power of Innovation with BDO Canada and the R&D Showcase with Cognit.ca, to bring more attention to industry advances.

CCA published the first edition of its Insight report: Innovation and R&D in construction in July. The report serves as a quick reference guide to important innovations in construction and why they matter to your business.

CCA developed a companion piece to its research paper on the benefits of investing in sustainable and resilient infrastructure to help members better equip themselves to manage environmental impacts and be part of the climate change solution. The 13-page

document, Strength, resilience, sustainability: A guide to implementing climate resilience in construction risk management, serves as a best practices guide for project owners, designers and contractors in developing their understanding of climate risks and incorporating that information in the way projects are conceived, proposed, designed and built.

CCA continues to strengthen its member services and advance best practices through our Gold Seal program, Canadian Design-Build Institute (CDBI), Lean Construction Institute of Canada (LCIC) and Canadian Construction Documents Committee (CCDC). Virtual training sessions were delivered by CDBI and LCIC this summer and CCDC continues to inform and educate members on its two new documents, CCDC 2 'Stipulated Price Contract' and Master Specification for Division 01 'General Requirements'. A series of CCDC Document Webinars will launch in October to address your frequently asked questions and solidify your confidence while using CCDC documents. Starting your Gold Seal certification has also never been easier thanks to a streamlined enrollment framework and new competency and credit self-assessment tools.

Stay in touch!

Canada will be counting on the construction industry to build back better. You can count on CCA to be your voice with the federal government, to provide helpful tools and to share best practices across the country. We are working passionately on your behalf and will continue to put Canada's heavy civil, institutional, commercial and industrial construction industry first in everything that we do.

Stay in the loop by subscribing to CCA's newsletter at bit.ly/ccasubscribe, by following @ConstructionCAN on Twitter, or by looking up Canadian Construction Association on LinkedIn.

Please email me at mvanburen@cca-acc.com if you have any feedback or comments on how CCA can serve you better.

SICA VOLUNTEERS 2020 - 2021

SICA acknowledges those who volunteer for SICA's board, various committees, and events. Volunteers are recognized on the basis of positions held and the participant's attendance.

The team here at SICA is excited to welcome the new directors to our board today. We value your participation and look forward to getting to know each of you better.

We would also like to sincerely thank the volunteers who will not be returning to a director position next year. You gave your time and talent to govern SICA through a challenging phase and we wouldn't be the association we are today without you.

Thank you!

Andrew Stringer	Falcon Engineering
Angela McKerlich	CapriCMW Insurance Kelowna
Brandon Panopoulos	TKI Construction Ltd.
Cameron Betts	Betts Electric Ltd.
Craig Main	Maddocks Construction Ltd.
Darren Tompkins	City of Kelowna
David Nardi	BDO Canada LLP
Debra Dotschkat	Glass Canada Inc.
Gary Desert	Ledcor Construction Limited
James Murphy	Interior Plumbing & Heating Ltd.
John Powers	Flynn Canada Ltd.
Justine Geboers	Houle Interior
Karly Marshall	Harrison Industrial Contracting Ltd.
Lucas Miller	Interior Health
Mark Hartwick	Kimco Controls Ltd.
Mark Melissen	Wildstone Construction & Engineering
Maryssa Dandurand	Twincon Enterprises Ltd.
Mike Woodruff	Corwest Builders
Morly Bishop	CapriCMW Insurance - Kamloops
Nathan MacDermott	Pihl Law Corp.
Phil Long	Phil Long Construction Services
Phillip Stagg-Tanner	Acres Enterprises Ltd.
Rob Kline	Plan B Contractors Inc.
Shawn Parkes	Christman Plumbing & Heating Ltd.
Terry Brown	STBR Consulting Ltd.
Tom Spatola	Harris Rebar
Walter Dool	Greyback Construction Ltd.

MEMBER ANNIVERSARIES

SICA would like to recognize the following members who are celebrating membership anniversaries.
Members are honoured for every five years of membership.

- 5 Years -

Borrow Enterprises Ltd.
Leavitt Machinery - Kelowna
Marvelous Ideas Contracting Ltd.
Pro Western Mechanical Ltd.
Redline Contracting Ltd.
RJC Engineers
Western Noise Control (2015) Ltd.

- 10 Years -

Accent Inns
Chapman Sand & Gravel Ltd.
K & C's Construction & Renovations Ltd.
Pihl Law Corporation
Quantus Electric Ltd.
Terracom Systems Ltd.
Westway Plumbing & Heating (2011) Inc.

- 15 Years -

Corwest Builders
Extreme Excavating Ltd.
Harris Rebar
Stuart Olson Inc.
Twin Rivers Controls Ltd.
Underhill Geomatics Ltd.
Wildstone Construction & Engineering Ltd.

- 20 Years -

Kal-West Mechanical Systems Inc.
Littco Enterprises Ltd. Drywall and Insulation
Nixon Wenger LLP
OK Excavating div. of Green Leaf Enterprises Ltd.
Southwest Glass Ltd.
Westburne Electric - Kelowna

-25 Years -

N & H Contracting Ltd.
Allmar Inc.
Krueger Electrical Ltd.
National Concrete Accessories - Kelowna

Power Vac

Team Construction Management (1981) Ltd.

- 30 Years -

Rutland Glass (1994) Ltd.
Scuka Enterprises Ltd.
Strathcona Mechanical Ltd.
Vector Projects Group Ltd.

- 35 Years -

Inland Technical Services Ltd.
Jordans Contract Sales - Kamloops
Kodiak Drywall Ltd.
Martech Electrical Systems Ltd.
Pronto Enterprises Ltd.

- 40 Years -

Warnaar Steel Tech Ltd.
Kelowna Roofing (1984) Ltd.

- 45 Years -

AccessSMT
AAES Canada Inc dba. Door Systems Part of
ASSA ABLOY - Kelowna
AAES Canada Inc dba. Door Systems Part of
ASSA ABLOY - Kamloops

- 50 Years -

Modern Paint & Floors
Wesco Distribution Canada Inc. - Kelowna

Business Development

Construction Business Management

Dec. 20 - 23 | Apr. 11 - 14

Construction Law

Nov. 1 - 4 | Jan. 24 - 27 | May 16 - 19

Effective Construction Meetings & Minutes

Sept. 30 | Oct. 28 | Nov. 8

Managing Change in Construction

Oct. 5 | Nov. 30

Project Delivery Methods

Oct. 5 - 7

Proposal Pursuit - "Strategies for Success"

Nov. 8 - 10

Responding Successfully to a RFP

Sept. 21 - 23 | Oct. 25 - 27 | Nov. 22 - 24

Strategic Planning for Growth

Nov. 17 - 18

Contracts & Documents

"Be Afraid!" of Supplementaries to CCDC Contracts!

Jan 18 - 20

CCA Subcontracts 101

Sept. 14 | Oct. 14 | Nov. 9 | Dec. 8

CCDC 2 - Deep Dive into the Full Contract

Sept. 29

CCDC 5A + 5B: CM Keys to Success

Oct. 26 - 28 | Feb. 22 - 24

Construction Specifications 101

Oct. 6 | Nov. 3 | Dec. 1

Managing CCDC Contracts for Project Success - "Do Your Job!"

Nov. 30 - Dec. 2

Trade Contracts - A Double-edged Sword

Oct. 6 - 7 | Nov. 2 - 3

Estimating & Project Management

Change Order Management

Dec. 15 - 16 | Apr. 21 - 22

Closeout of a Construction Project

Sept. 28 - 29 | Oct. 20 - 21 | Nov. 18 - 19

Construction Document Reading

Nov. 16 - Dec. 18

Construction Estimating

Mar. 1 - Apr. 7

Electrical Estimating

Oct. 4 - 7 | Feb. 14 - 17

Estimating Material Takeoff

Jan. 11 - Feb. 10

Field Productivity 101

Nov. 18 | Dec. 16

Field Scheduling 101

Sept. 29 | Oct. 28 | Nov. 24 | Dec. 21

Managing Shop Drawings

Oct. 13 | Nov. 8 | Dec. 7

PM 103 - Construction Sector PM

Dec. 2 - 3

PM 200 - Advanced PM

Dec. 13 - 14

Project Planning for Success

Oct. 12 - 13 | Nov. 9 - 10

The following courses will be instructor-led and delivered through our virtual classroom.

Financial Management

Accounting Fundamentals for Contractors

Dec. 1 - 2

Earned Value Management for Construction

Oct. 7 | Nov. 4 | Dec. 2

Getting Paid and Managing the Cash Flow

Sept. 16 | Oct. 19 | Nov. 16 | Dec. 14

Project Accounting & Cost Control

Oct. 20 - 21 | Mar. 7 - 8 | Jun. 9 - 10

Profitable Contracting

Oct. 27 - 28

Leadership & Staff Development

Construction 101 & Beyond

Nov. 23 - 26

Effective Work Planning for Forepersons & Crew Supervisors

Sept. 16 & 23 | Oct. 7 & 14 | Nov. 18 & 25
Jan. 13 & 20 | Apr. 7 & 14 | May 12 & 19

Site Leadership

Sept. 9 - 10 | Jan. 6 - 7 | Jun. 16 - 17

Supervisory & Management

Sept. 20 - 23 | Jan. 11 - 14 | May 24 - 27

Technical Skills

Microsoft Word Advanced

Sept. 14 | Oct. 19 | Nov. 25 | Dec. 21

Microsoft Word Intermediate

Sept. 28 | Oct. 12 | Nov. 2 | Dec. 16

Microsoft Excel Basics

Sept. 29 | Oct. 7 | Nov. 3 | Dec. 8

Microsoft Excel for Construction

Sept. 28 | Oct. 27 | Nov. 23 | Dec. 17

Microsoft PowerPoint

Sept. 21 | Oct. 26 | Nov. 30 | Dec. 1

Microsoft Project - Basic

Sept. 15 | Oct. 15 | Nov. 10 | Dec. 9

PM 245 - MS Projects for Managing Projects

Dec 9 - 10

SICA courses are accredited by:



ARCHITECTURAL INSTITUTE OF BRITISH COLUMBIA

SICA

Your **ONE-STOP-SHOP** for online
and safety certifications

UPCOMING COURSES

2020-2021 EVENT SPONSORS

SICA appreciates the continued support of sponsors throughout the uncertainty of the COVID-19 pandemic. While we could not hold many of our regular events, these dedicated sponsors supported the limited number of in-person and virtual events that we were able to hold.

